

UNIVERSITAS INTERNASIONAL BATAM

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***ANALYSIS OF FACTORS AFFECTING EMPLOYEE PERFORMANCE
WITH EMPLOYEE ENGAGEMENT AS AN MODERATING VARIABLE***

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Abstract

The purpose of this study is to analyze the influence of leadership, organizational justice, compensation & benefits, work policies & procedures, training & development on employee performance with employee involvement as a mediating variable

The population of this study were Alfamart employees who were in Batam. The sample used was 300 employees in five (5) sub-districts in Batam including Sekupang, Batam Kota, Batu Aji, Sagulung, and Lubuk Baja. The study uses a Partial Least Square (PLS) software application to analyze the influence of the dependent variable to analyze the effect of independent variables on the dependent variable through mediation variables

The results of this study indicate that the variables of leadership, organizational justice, work policies and procedures and training & development have a significant positive effect on employee performance. In this finding the compensation & benefit variables have no significant effect on employee performance. These findings also show that leadership variables, organizational justice show a significant influence on the mediating variables of employee involvement and component variables & benefits, work policies & procedures, and training and development show no significant variable on mediating employee involvement.

Keyword:

Leadership, organizational justice, compensation, benefits, work policies, procedures, employee engagement, employee performance, and leadership style.