

**UNIVERSITAS INTERNASIONAL BATAM**

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*Bachelor Thesis  
Management Study Program  
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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.*