Abstrak

In carrying out business activities, assets that are important for the company are employees. Organizations that succeed, are able to survive and even grow in the world. Increasingly tight business competition now depends on how to manage its human resources. Good management of human resources will also get employees who are more productive so that they can advance the organization to the best level.

This study aims to analyze knowing the influence of leadership style, compensation, work environment and organizational commitment to employee attachments to employees in five four-star hotels in Batam.

In this study using purposive sampling method by distributing questionnaires as 305, 8 non-returners, 1 outlier so that 297 data can be processed. Data management using spss 24.

The results of this study indicate a significant positive relationship between the variables of leadership style, compensation, work environment and organizational commitment to employee engagement. which means that the variable shows a very important role in increasing attachment.

Keywords: leadership style, compensation, work environment, commitment organization and employee engagement