

# UNIVERSITAS INTERNASIONAL BATAM

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*Faculty of Economics  
Management Study Program  
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## ***ANALYSIS OF FACTORS AFFECTING EXTRA PERFORMANCE IN SHIPYARD INDUSTRY EMPLOYEES IN BATAM***

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### ***ABSTRACT***

*This study aims to analyze the influence of exchange leaders (lmx), high involvement of human resource practices (hi hrps), and employee resilience (er) to extra-role performance (erp) through mediation of employee engagement (ee) on the shipyard industry in Batam*

*This research was conducted by conducting a survey method through distributing questionnaires to 350 respondents from 5 shipyard industry companies in the city of Batam. After distributing the questionnaires, they were collected again by the author, there were 316 questionnaires that were complete so that the data could be tested by the author using the SPSS application program for demographic data and CMB, PLS.*

*From the results of the research carried out, the results are very important for the shipyard industry in Batam to see the factors that affect Employee Involvement and Extra Role Performance because the results show that the Employee Resilience variable has a significant effect on the extra role performance directly or indirectly, namely through the mediation of Employee Engagement, while the exchange of leadership members and high-involvement human resource practices do not affect the Extra Role Performing directly or indirectly, namely through the mediation of Employee Engagement.*

*Keywords : leader member exchange, high-involvement human resource practices, employee resilience, extra-role performance.*