

ABSTRACT

The study entitled the effect of employee engagement, job placement and job design on employee performance at the Sumsel Babel bank, Palembang sharia branch office. Performance is the result of work achieved by employees as a form of work performance for the company. This study aims to determine the effect of employee engagement, work placement and job design on performance. By increasing employee engagement, job placement and job design it is expected to improve employee performance.

The research method used is a quantitative method. the type of data used is primary data. The sampling technique used saturated sampling with a total sample of 34 respondents. Data analysis techniques in this study used the classical assumption test, multiple linear regression test and hypothesis testing.

The results of the study partially show that the employee engagement variable has no effect on employee performance with a value of $-1.629 < 1.697$ with a significant value of 0.114, the work placement variable has a positive and significant effect with a value of $2.595 > 1.697$ with a significant value of 0.015 and the job design variable has a positive and significant effect on employee performance with a value of $2.974 > 1.697$ with a significant value of 0.006. While the results of the study simultaneously show employee engagement, work placement and job design have a positive and significant effect on employee performance.

Keywords: *employee engagement, job placement, job design, and employee performance.*