SUMMARY

MINKHAYA SILVIANA PUTRI. Employee Engagement, Social Environment, and employee performance in PT Bank Rakyat Indonesia, Bogor Branch Dewi Sartika. Supervised by LUKMAN M BAGA and EUIS SUNARTI.

Survey Of Marketing Research Intelligence (MRI 2012), found almost prayer-thrids of employees in Indonesia OR Approximately 70.13 million employee involvement OR NOT have a willingness to review the work. In fact, the mass media highlighting ON VARIOUS high employee turnover rate Neither Bank Private Bank Bank and SOEs. The high turnover rate of the CAN influenced Posted low motivation, loyalty, and employee engagement against the Company. Duration of the highest employee turnover rate as ALSO WITH The High Bank BRI. BRI turnover rate of about 2 % per year. 2 BRI Jakarta Regional Office oversees 30 branch offices. Employee turnover ON Regional Office Approximately 0.9 % per year. While BRI Branch Office Bogor Dewi Sartika had a turnover rate of 0.8 % per year The big WITH MORE than other branches.

The purpose of this study are: (1). Analyze the effect of employee engagement and social environment on the performance of employees based on employment status and gender in PT Bank Rakyat Indonesia Tbk, Bogor Branch Office Dewi Sartika, (2). Analyze the influence of the variable component of employee engagement and social environment on the performance of employees at PT Bank Rakyat Indonesia Tbk, Bogor Branch Office Dewi Sartika, (3). Analyzing the difference employee engagement and social environment with performance based on employment status and gender in PT Bank Rakyat Indonesia Tbk, Bogor Branch Office Dewi Sartika. The method used in this research was to examine differences in employee engagement and social environments with performance and examine the effect of employee engagement and social environment with performance based on employment status and gender. Using the analysis tools Test Validity and Test The reliability test questionnaire whether it is valid and reliable; Different Test T-Test to test for differences in employee engagement and social environment with performance; Multiple regression analysis to examine the effect of employee engagement and social environment with performance based on employment status and gender; Estimation method comprising F test (simultaneous), Test T (partial), coefficient of determination (R2); Classical assumption test consisting of Normality Test, Test Multicolinearity, heterocedastity test.

Based Test difference between employee engagement with the employee's performance based on employment status and gender no difference but if viewed every component of the variable then there is a difference in the camaraderie between permanent employees and temporary employees, which can be seen that good relations employee at PT Bank Rakyat Indonesia Office Bogor branch Dewi Sartika employee relationship there is a difference between permanent employees and temporary employees. Based on employee engagement and social environment that influence the performance of the employee's performance does not remain higher than the performance of permanent employees because they are
motivated to be appointed as permanent employees so try your best work so that its performance is good but if it has been appointed as a permanent employee a lot of diminishing its performance as lack of motivation to improve their performance. Based on employee engagement and social environment that influence the performance of the employee does not keep women have better performance compared with permanent employees of men, it is because highly motivated to become permanent employees and the number of female employees more than the male employees. The variable component of employee engagement that affect performance are the camaraderie that relationship of colleagues and teamwork. The variable component of the social environment that influence the performance is motivation.