

A Case Study at PT Bank XYZ on The Role of Compensation, Career Development, and Employee Engagement towards Employee Performance

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Abstract : This study aims to examine, analyze and explain the impacts of compensation, career development and employee engagement to employee's performance partially and simultaneously (Case Study at PT Bank XYZ). The research design used is quantitative descriptive research causality involving 30 respondents. Sources of data are from primary and secondary data, primary data obtained from questionnaires distribution and secondary data obtained from journals and books. Data analysis used model test using smart application PLS 3 that consists of test outer model and inner model. The results showed that compensation, career development and employee engagement partially have a positive impact on employee performance, while they have a positive and significant impact on employee performance simultaneously. The independent variable has the greatest impact is the employee engagement.

Keywords : compensation, career development, employee engagement, employee performance

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