

ABSTRAK**PENGARUH EMPLOYEE ENGAGEMENT DAN EMPLOYEE CAREER ASPIRATION
TERHADAP KINERJA KARYAWAN PT BFI FINANCE.TBK**

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Tujuan penelitian ini ialah untuk mengetahui apakah: 1) *Employee Engagement* dan *Employee Aspiration* berpengaruh secara simultan terhadap kinerja karyawan PT BFI Finance Tbk; 2) *Employee Engagement* berpengaruh secara parsial terhadap kinerja karyawan PT BFI Finance Tbk; 3) *Employee Career Aspiration* berpengaruh secara parsial terhadap kinerja karyawan PT BFI Finance Tbk. Populasi dalam penelitian ini ialah seluruh karyawan di PT BFI Finance Tbk yang berada di *Head Office* sebanyak 1000 karyawan. Teknik pengambilan sampel ialah dengan menggunakan teknik *purposive sampling*, dan untuk mengetahui jumlah sampel yang memenuhi syarat atau yang mewakili ialah dengan menggunakan rumus Slovin dan mendapatkan 91 responden hasil data yang diperoleh, dengan menyebarkan kuesioner melalui *google form* dan perusahaan memberikan hasil kuesioner menggunakan *excel*. Teknik analisis data yang digunakan dalam penelitian ini ialah menggunakan aplikasi *IBM SPSS Statistic 26*. Hasil dari penelitian ini ialah bahwa: 1) *Employee Engagement* dan *Employee Career Aspiration* memberikan pengaruh signifikan secara simultan terhadap kinerja karyawan PT BFI Finance Tbk; 2) Variabel *Employee Engagement* berpengaruh secara parsial terhadap kinerja karyawan PT BFI Finance Tbk 3) Variabel *Employee Career Aspiration* berpengaruh signifikan terhadap kinerja karyawan PT BFI Finance Tbk.

Kata Kunci: *Employee Engagement*, *Employee Career Aspiration*, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF EMPLOYEE ENGAGEMENT AND EMPLOYEE CAREER ASPIRATION ON EMPLOYEE PERFORMANCE AT PT BFI FINANCE.TBK

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The purpose of this study is to determine whether: 1) Employee Engagement and Employee Career Aspiration have a significant influence on the performance of PT BFI Finance Tbk employees 2) Employee Engagement has a significant influence on the performance of PT BFI Finance Tbk employees, 3) Employee Career Aspiration has a significant influence on the performance of PT BFI Finance Tbk employees. The population in this study is all employees at PT BFI Finance Tbk who are in the Head Office as many as 1000 employees. The sampling technique is to use purposive sampling techniques, and to find out the number of samples that meet the requirements or who are representative is to use the Slovin formula and get 91 respondents the results of the data obtained, by distributing questionnaires through google forms and companies providing questionnaire results using excel. The data analysis technique used in this study was using the IBM SPSS Statistic 26 application. The result of this study is that: 1)Employee Engagement and Employee Career Aspiration had a significant influence simultaneously on the performance of PT BFI Finance Tbk employees; 2)Employee Engagement significantly influenced Employee Performance; 3)Employee Career Aspiration significantly influenced Employee Performance.

Keywords: Employee Engagement, Employee Career Aspiration, Employee Performance