***ABSTRACT***

Anggi Pricilla / 21150250 / 2019 / *The Influence of* *Employee Engagement and* *Employee Retention* *on Employee Performance* *at* *PT XYZ* *Jakarta* / *Advisor:* Ponco Priyantono, S.E, M.M.

*Human resource is one of the important assets, so special treatment is needed to maintain their loyalties to the company because it can affect the performance of the employees themselves. Employee engagement and employee retention are one of the factors that can influence the employee performance. Through the right implementation of employee engagement and employee retention, employees are able to have high loyalties, thereby reducing turnover intention that can affect the employee performance.*

*This study aims to know and analyze the influence of employee engagement and employee retention on employee performance at PT XYZ Jakarta. The company is engaged in housing developers and has produced many housing projects as well as achieve some accomplishments, but the success is inseparable from the results of the performance of its employees. This research was conducted by distributing questionnaire to 50 respondents at PT XYZ Jakarta. The data is processed using Likert scale and SPSS software version 25.*

*The results of the study show that employee engagement has a significant effect on employee performance, while employee retention has an effect but not significantly on employee performance.* *The results of this research also shows that employee engagement and employee retention simultaneously influence employee performance at PT. XYZ Jakarta.*

*Keywords: Employee Engagement,* *Employee Retention*, *Employee Performance*