

## **ABSTRACT**

**Dendi Rahmad Saputra (2022).** *This study discussed the influence of work experience and employees' engagement on employees' performance at PT Multi Media Selular Baturaja. This study aimed to determine the influence of work experience and employees' engagement on employees' performance at PT Multi Media Selular Baturaja. The data collection technique used in this study was through the distribution of questionnaires. The total population was 44 people. The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis there was a significant influence of work experience on the performance of PT Multi Media Selular Baturaja employees. Employees' engagement variable had a significant influence on employees' performance at PT Multi Media Selular Baturaja. Simultaneously, it was found that there was an effect of work experience and employee engagement on the performance at PT Multi Media Selular Baturaja employees. The coefficient of determination (R<sup>2</sup>) obtained was 0.664. This showed that the contribution of work experience and employees' engagement on employee performance is quite good and is influenced by other variables not mentioned in this study such as work motivation, personality and work design.*

*Keywords: Work Experience, Employees' Engagement, Employees' Performance*

## ABSTRAK

**Dendi Rahmad Saputra (2022).** Penelitian ini membahas tentang, Pengaruh Pengalaman Kerja dan Keterikatan Karyawan Terhadap Kinerja Karyawan PT Multi Media Selular Baturaja. Penelitian ini bertujuan untuk mengetahui pengaruh pengalaman kerja dan keterikatan karyawan terhadap kinerja karyawan PT Multi Media Selular Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 44 orang. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh signifikan pengalaman kerja terhadap kinerja karyawan PT Multi Media Selular Baturaja. Variabel keterikatan karyawan berpengaruh signifikan terhadap kinerja karyawan pada PT Multi Media Selular Baturaja. Secara simultan didapatkan ada pengaruh pengalaman kerja dan keterikatan karyawan terhadap kinerja karyawan PT Multi Media Selular Baturaja. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.664. Hal ini menunjukkan berarti sumbangan pengaruh pengalaman kerja dan keterikatan karyawan terhadap kinerja karyawan cukup baik dan dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti motivasi kerja, kepribadian dan rancangan kerja.

Kata Kunci: Pengalaman Kerja, Keterikatan Karyawan, Kinerja Karyawan