

## ABSTRACT

### THE INFLUENCE OF EMPLOYEE ENGAGEMENT AND EXTRINSIC MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. SINAR BERKAH LAMPUNG

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Based on the percentage of employee performance results at PT. Sinar Berkah Lampung in 2022 experienced problems where the targets set by the company had not been achieved, this caused the company's profits to decline. This research aims to determine the effect of employee engagement and extrinsic motivation on performance. This type of quantitative research uses an associative method, namely using multiple linear regression analysis. The data collection method in this research uses primary data in the form of interviews and distributing questionnaires. The population in this study was 35 employees using a saturated sampling technique, that is, all employees were sampled, numbering 35 employees. Test data analysis requirements using normality, linearity and multicollinearity tests. The results of this study found that Employee Engagement has a positive influence on performance & extrinsic motivation has a positive influence on performance.

**Keywords: Employee Engagement, Extrinsic Motivation and Performance**

