

## **IMPACT OF EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE IN ABC APPAREL COMPANY**

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The objective of this paper is to analyse how employee engagement and Employee Commitment influence employee performance with the mediating effect of employee commitment. The result obtained through quantitative method and regression analysis of the survey data shows a significant positive relationship between employee engagement and performance with beta value of 0.482 ( $p = 0.000$ ), which underscores the importance of the engagement in boosting the performance and success of businesses. As for any ties with performance, all the components included in this competence positively influence performance data but to a lesser extent in this particular case ( $\beta = 0.149$ ,  $p = 0.020$ ). The analysis with the moderation interaction term (Employee Engagement x Employee Commitment) as the mediator was significant only marginally ( $\beta = 0.799$ ,  $p = 0.040$ ). Engagement can be seen to have a positive impact on output jointly with commitment.

**Keywords:** *Employee Engagement, Employee Commitment, Employee Motivation, Job Satisfaction, Organizational Commitment*

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