

## ***Abstract***

*Performance and productivity issues become the concern and goal of an organization. Individual employee engagement is important because it contributes to improving overall organizational performance. Ethical Leadership has the role of providing an example and encouraging employees to improve employee performance. Employee engagement has an influence on the way they view and behave at work. The positive attitude of employees, achievement commitment in work, provides encouragement for employees to achieve individual goals. This study aims to analyze empirically (1) The effect of employee engagement on employee performance (2) The effect of ethical leadership on employee performance (3) The effect of achievement commitment as an intervening variable on employee engagement and ethical leadership on employee performance. This research was conducted at PT. Two Starch Rabbits. The research method used purposive sampling with a total population of implementing employees of 5,271 people. The results showed that (1) Employee engagement had a significant positive effect on achievement commitment (2) Ethical Leadership had a significant positive effect on achievement commitment (3) Employee engagement had no effect on employee performance (4) Ethical Leadership had no effect on employee performance (5) Achievement commitment has a significant positive effect on employee performance.*

*Keywords: Employee Engagement, Ethical Leadership, Achievement Commitment, Employee Performance*

## ABSTRAK

Masalah kinerja dan produktifitas menjadi perhatian dan tujuan sebuah organisasi. *Employee engagement* secara individual penting diperhatikan karena berkontribusi dalam peningkatan kinerja organisasi secara keseluruhan. *Ethical Leadership* berperan memberi teladan dan mendorong karyawan untuk meningkatkan *employee performance*. *Employee engagement* memiliki pengaruh terhadap cara pandang dan berperilaku dalam bekerja. Sikap positif karyawan *achievement commitment* dalam bekerja memberikan dorongan semangat karyawan untuk mencapai tujuan individu. Penelitian ini bertujuan untuk menganalisis secara empiris (1) Pengaruh *employee engagement* terhadap *employee performance* (2) Pengaruh *ethical leadership* terhadap *employee performance* (3) Pengaruh *achievement commitment* sebagai variabel intervening *employee engagement* dan *ethical leadership* terhadap *employee performance*. Penelitian ini dilakukan di PT. Dua Kelinci Pati. Metode penelitian yang digunakan *purposive sampling* dengan jumlah populasi karyawan pelaksana sebanyak 5.271 orang. Hasil penelitian menunjukkan bahwa (1) *Employee engagement* berpengaruh positif signifikan terhadap *achievement commitment* (2) *Ethical Leadership* berpengaruh positif signifikan terhadap *achievement commitment* (3) *Employee engagement* tidak berpengaruh terhadap *employee performance* (4) *Ethical Leadership* tidak berpengaruh terhadap *employee performance* (5) *Achievement commitment* berpengaruh positif signifikan terhadap *employee performance*.

**Keywords** : *Employee Engagement, Ethical Leadership, Achievement Commitment, Employee Performance.*