Importance *Employee Engagement* And Position Promotion On Employee Performance In Small And Medium Business Groups In Banten Province

Hamdan

Faculty of Economics and Business,Universitas Serang Raya, Indonesia
* Corresponding author:
Email: **hamdanunsera@gmail.com**

Abstract.
This study aims to determine the influence of Employee Engagement and Position Promotion on Employee Performance in Small and Medium Business Groups in Banten Province. The method used is a descriptive and associative quantitative method. The population of this research is employees with a sample of 81 people. Data was collected using a questionnaire. This study uses regression analysis using SPSS version 23 software Based on the results of hypothesis testing 1 shows employee engagement has a significant effect on employee performance. The results of hypothesis 2 test show that promotion has a significant effect on employee performance. The result of hypothesis test 3 shows that employee engagement and promotion have a positive and significant effect simultaneously on employee performance. The results of this study indicate that there is a significant influence between employee engagement and job promotion variables on employee performance by 3.2 %.

Keywords: Employee Engagement, Position Promotion, and Employee Performance.

I.   INTRODUCTION

Human resources are the main determining element in realizing organizational goals effectively and efficiently. The vital position of human resources plays an important role in increasing the effective and efficient service of the organization to its *stakeholders.* Various internal and external factors can cause low organizational performance, so that in this case the quality of human resources is highly considered.The company expects its employees to work well and have high morale, be able to describe the vision and mission that have been mutually agreed upon in order to achieve the company's goals. In order for human resources to work optimally, employees must be engaged (*engaged)* with the company A survey also conducted by the *Harvard Business Review Analytic Center* in 2013 showed that *employee engagement* is among the top three priorities that concern executives. They generally believe that this is an important factor to support the company's business performance and growth. A positive relationship between the company and employees needs to be established in order to improve their performance.

When employees have a good relationship with the company, they will give the best for the company. On the other hand, if the employee does not have a good relationship with the company, the employee will not give the best for the company. (Widya Parimita, 2020) Another way that can be taken by management to improve the performance of employees is to provide motivation in the form of promotions for those who are able to provide more work performance on the one hand and provide disciplinary action in accordance with the provisions that apply to employees. With the implementation of a promotion in a company, employees will work harder, enthusiastic and disciplined, thus creating an increase in employee performance. (Winda Yulyarta Simanjuntak, 2015Facing the increasingly complex flow of business competition, especially during this pandemic, competent employees are needed to carry out all the responsibilities and authorities given by the company in order to achieve the company's goals. This research was conducted on the Small and Medium Enterprises Group in Banten Province, one of the subsidiaries of the Sinarmas Group. Researchers have conducted a pre-survey on 30 employees using the zikmund approach. In more detail, the results of the *Employee Engagement pre survey* in this study are presented as follows:

Fig 1.1. *Employee Engagement* (X_1)
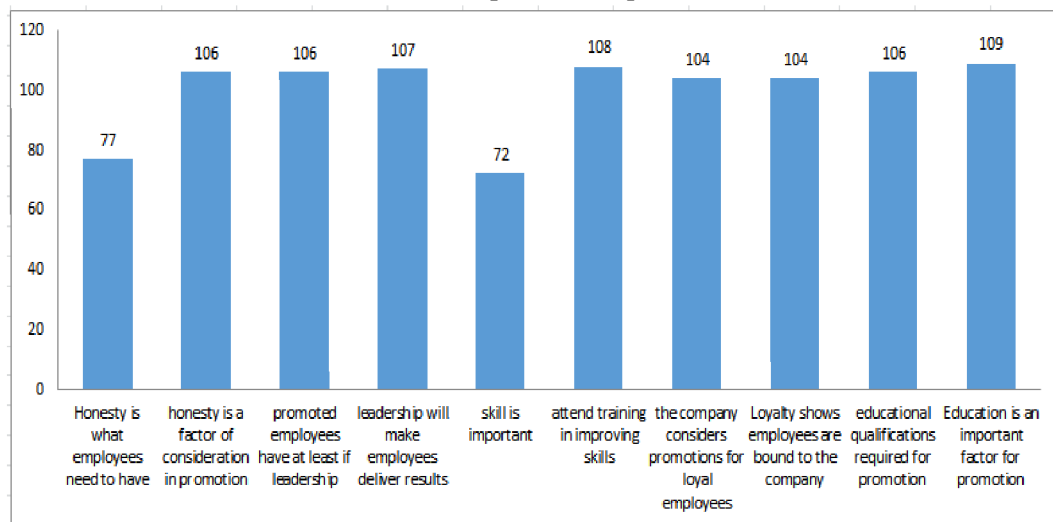Small and Medium Enterprises Group in Banten Province
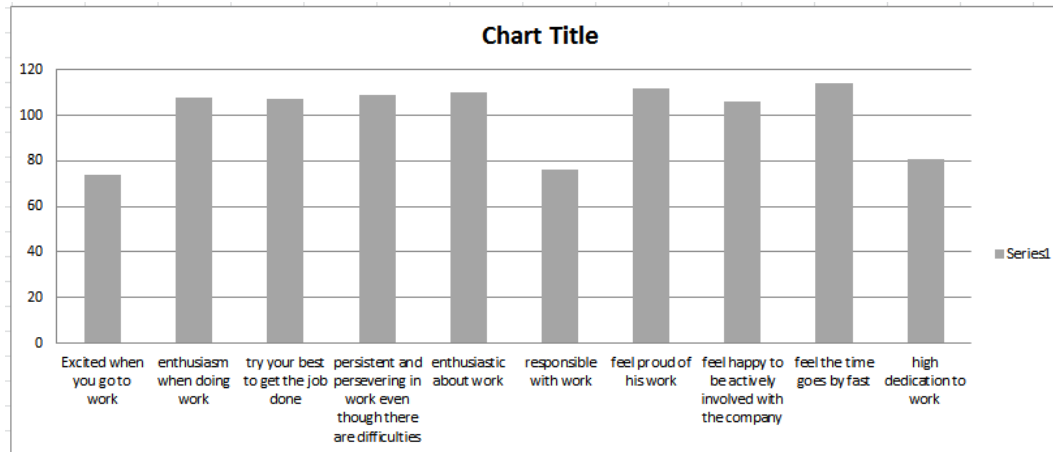
Source of data: results of initial observations (explorative research, 2022)
Description: n = 30 employees, scale 1 to 5, the highest score (5 x 30 = 150), and the lowest score (1 x 30 = 30), so the standard score (150: 2) + 30 = 105

Based on Figure 1.1 above, it can be concluded that *Employee Engagement* in the Small and Medium Business Group in Banten Province is currently in a low condition because the average score is 99.6 below the standard score of 105. The indicator of high enthusiasm for going to work gets a score of 74, and the indicator of being responsible with work got a score of 76 and high dedication to delivering work results got a score of 81. From these three indicators, it shows that employees' enthusiasm to go to work is still low, so they neglect their responsibilities at work, even more so because employees' dedication to the company is still low. This shows that employees cannot provide good results in their work.

Fig 1.2. Promotion of Position (X_2)
Small and Medium Enterprises Group in Banten Province

Source of data: results of initial observations (explorative research, 2022)
Description: n = 30 employees, scale 1 to 5, the highest score (5 x 30 = 150), and the lowest score (1 x 30 = 30), so the standard score (150: 2) + 30 = 105

Based on Figure 1.2 above, it can be concluded that Job Promotion in Small and Medium Business Groups in Banten Province is currently in a low condition because the average score is 99.9 below the standard score of 105. This shows that the level of problems in promotion lies in honesty indicator with a score of 72. where employees feel that honesty is not necessarily considered in promotions and skill indicators are important things in promotions with a score of 77 where position promotions to employees are not only judged because of skills.

Fig 1.3. Employee Performance (Y)
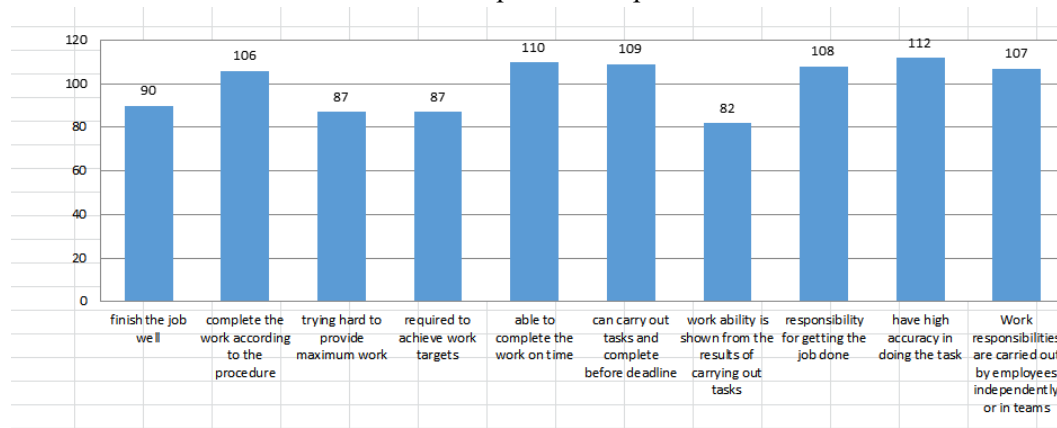Small and Medium Enterprises Group in Banten Province

Source of data: results of initial observations (explorative research, 2022)
Description: n = 30 employees, scale 1 to 5, the highest score (5 x 30 = 150), and the lowest score (1 x 30 = 30), so the standard score (150: 2) + 30 = 105

Based on Figure 1.3 above, it can be concluded that the work performance of the Small and Medium Enterprises Group in Banten Province is currently in a low condition because the average score is 99.8 below the standard score of 105. This shows that the level of problems in employee performance lies in indicators Complete the job well which gets a score of 90 which shows the low ability of employees to complete the job well. The indicator of the ability to provide maximum work results with a score of 87 also shows that employees are less than optimal to achieve maximum work results. The indicator of the ability to achieve work targets with a score of 87 also shows that employees have not been maximized to produce a lot of work according to the target. The last indicator of the maximum task implementation results with a score of 82 indicates that the implementation of the task can not be done fully by employees.

II.   LITERATURE REVIEW
Employee Engagement

Employee engagement is an idea in organizational behavior that has become an attraction in recent years. This attraction arises because *employee engagement* affects overall employee performance. It has been defined by one of the leading research organizations as a high emotional connection that an employee feels towards his or her organization which influences him to exert more free and greater effort for his work (Risher, 2015:10). Schaufeli and Bakker (2012:29) suggest that *employee engagement* consists of three indicators, namely:

Vigor : Vigor is an aspect that is characterized by a high level of mental strength and resilience at work, the desire to try earnestly in work, persistent in the face of difficulties.

Dedication : dedication aspect is characterized by a feeling that is full of meaning, enthusiasm, inspiration, pride and challenge in work. People who value dedication strongly identify with their work because it makes it a rewarding, inspiring and challenging experience. In addition, they usually feel enthusiastic and proud of their work.

Absorption : absorption aspect is characterized by deep concentration and interest, immersed in work, time seems to pass so quickly and individuals find it difficult to get away from work and forget everything around them. People who score high on absorption usually feel happy to be distracted by work, feel immersed in work and have difficulty separating themselves from work. As a result, everything around him is forgotten and time seems to pass quickly

Job Promotion

According to Hasibuan (2015: 66) promotion is a move that increases the *authority* and *responsibility* of employees to higher positions within an organization so that their obligations, rights, status and income are greater. Meanwhile, Manullang (2015:71) states that promotion means an increase in position, accepting powers and responsibilities that are greater than previous powers and responsibilities.

Promotion is an opportunity to develop and advance that can encourage employees to be better or more enthusiastic in doing a job within the organization or company. Promotion is a condition when an employee is transferred from one job to another with greater responsibility, a higher level in the hierarchy and a higher income (Siagian, 2016:25).According to Fathoni (2016: 67) general indicators that are taken into account in the promotion process used in the study are as follows:

Honesty : Employees must be honest, especially with themselves, their subordinates, agreements in carrying out or managing the position, must be in accordance with their words and actions.

Leadership : Employees must be able to foster and motivate their subordinates to work together and work effectively in achieving company goals.

Skills : The employee is capable, creative, and innovative in completing the tasks in the position well. He can work independently in completing his work well, without receiving constant guidance from his superiors.

Loyalty: Employees must be loyal in defending the company or corps from actions that harm the company or its corps. This shows that he actively participates in the company or corps.

Education : Employees must have a diploma from formal education in accordance with the job specifications

Employee performance

The definition of employee performance according to Mangkunegara (2017: 40) is the result of work in quality and quantity achieved by an employee in carrying out their duties, namely in accordance with the responsibilities that have been given to employees.

It can be understood that employee performance is the result of work achieved by an employee with predetermined standards. Employee performance is expected to be able to produce good quality work and the amount of work that is in accordance with standards. Performance is a set of results achieved and refers to the act of achieving and carrying out a requested job.

Mangkunegara (2017:62) explains the employee performance indicators used in this study, namely:

Work quality : Quality of work is how well an employee does what is supposed to be done.

Working quantity : The quantity of work is how long an employee works in one day. This work quantity can be seen from the work speed of each employee.

Execution : Task execution is how far the employee is able to do his job accurately or without errors.

Responsibility : Responsibility for work is the awareness of employees' obligations to carry out the work assigned by the company.

Framework
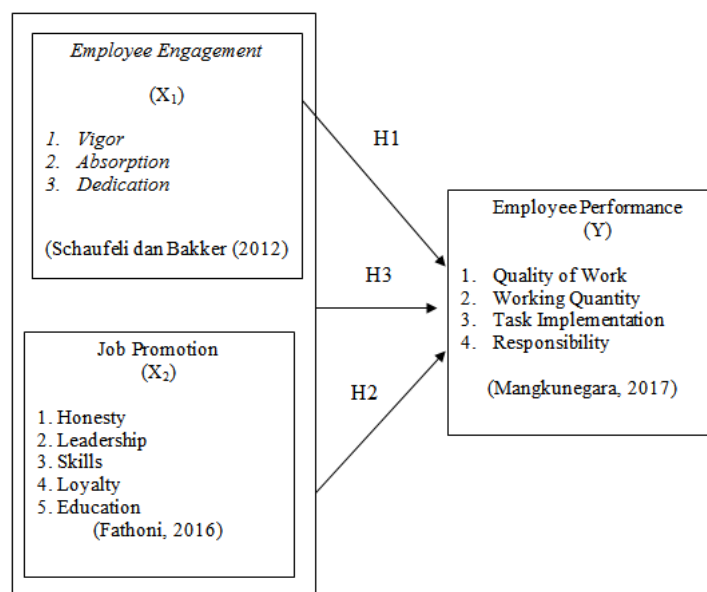
Research Hypothesis :

The hypothesis in this study is formulated:

H1 : There is a partial significant effect of *employee engagement on employee performance in* the Small and Medium Enterprises Group in Banten Province.

H2 : There is a significant effect of partial promotion on employee performance in the Small and Medium Enterprises Group in Banten Province

H3 : There is a significant effect of *employee engagement* and promotion partially on the performance of employees in the Small and Medium Enterprises Group in Banten Province

III. METHODS

Types of research

Research method used is descriptive and associative quantitative research. Descriptive quantitative research is research that aims to describe or describe the characteristics of a situation or object of research conducted through data collection and analysis of quantitative data and statistical testing.

Place and time of research

This research will be conducted on Small and Medium Enterprises Group in Banten Province. The time of this research was carried out from January 11 to March 23, 2022.

Population and Sample

The population in this study were permanent employees in the Small and Medium Enterprises Group in Banten Province registered at the Office of Small and Medium Enterprises in Banten Province, amounting to 4 23 Business Group. Because the number is quite large, this study requires a number of samples to be studied. Determination of the number of samples in this study using the Slovin formula and found a sample of 81 employeesThis study uses a lottery technique which is one way of the *simple random sampling technique* and is included in the type of *probability sampling.* This is because *employee engagement* and promotion are one of the common problems experienced by employees in the Small and Medium Enterprises Group in Banten Province.

Data collection technique

Data collection techniques in research using field research with questionnaires. A questionnaire is a collection of information taken from a sample of the population by using a questionnaire as a data collection tool

Research variable

In this study, based on the relationship between one variable and another, this study consisted of the independent variable (independent variable) and the dependent variable (dependent variable). In accordance with the title of the author's research, the grouping of the variables included in the title are as follows:

1. *Employee Engagement* (X_1) Indicator: Type of training, training objectives, materials, methods used, qualifications of participants and qualifications of trainers.
2. Position Promotion (X_2) Indicator: Length of time/period of work, level of knowledge and skills possessed, and mastery of work and equipment.
3. Employee Performance (Y) Indicators: Knowledge, skills, abilities, and expertise.

IV. RESULT AND DISCUSSION

Validity test

Table 4.13. *Employee Engagement Validity Test Results (X_1)*

Items	r count	r table	Information
EE1	0.410	0.218	Valid
EE2	0.449	0.218	Valid
EE3	0.526	0.218	Valid
EE4	0.388	0.218	Valid
EE5	0.618	0.218	Valid

Items	r count	r table	Information
EE6	0.660	0.218	Valid
EE7	0.566	0.218	Valid
EE8	0.650	0.218	Valid
EE9	0.624	0.218	Valid
EE10	0.610	0.218	Valid

Source: SPSS data processing results

Based on the table above, the value of r $_{table}$ is 0.218. Where the figure is obtained from a significant 0.05 with a two-sided test with a total sample of 81 respondents. Then it can be concluded that all statement items in the *Employee Engagement variable* (X_1) are valid. This can be seen from all the $_{calculated\ r\ values}$ that are greater than the r $_{table\ values,}$ which are 0.218.

Table 4.14. Position Promotion Test Results (X_2)

Items	r count	r table	Information
PJ 1	0.469 _	0.218	Valid
PJ 2	0.662 _	0.218	Valid
PJ3	0.527 _	0.218	Valid
PJ4	0.545 _	0.218	Valid
PJ5	0.574 _	0.218	Valid
PJ6	0.612	0.218	Valid
PJ7	0.552	0.218	Valid
PJ8	0.594	0.218	Valid
PJ9	0.540	0.218	Valid
PJ10	0.553	0.218	Valid

Source: SPSS data processing results

Based on the table above, the value of r $_{table}$ is 0.218. Where the figure is obtained from a significant 0.05 with a two-sided test with a total sample of 81 respondents. Then it can be concluded that all statement items in the Position Promotion variable (X_2) is valid. This can be seen from all the $_{calculated\ r\ values}$ that are greater than the r $_{table\ values}$ of 0.218.

Table 4.15. Employee Performance Validity Test Results (Y)

Items	r count	r table	Information
KK1	0.536	0.218	Valid
KK2	0.630	0.218	Valid
KK3	0.710	0.218	Valid
KK4	0.529	0.218	Valid
KK5	0.620	0.218	Valid
KK6	0.490	0.218	Valid
KK7	0.540	0.218	Valid
KK8	0.544	0.218	Valid
KK9	0.498	0.218	Valid
KK10	0.459	0.218	Valid

Source: SPSS data processing results

Based on the table above, the value of r $_{table}$ is 0.218. Where the figure is obtained from a significant 0.05 with a two-sided test with a total sample of 81 respondents. Then it can be concluded that all statement items in the Employee Performance variable (Y) are valid. It can be seen from all the $_{calculated\ r\ values}$ which are greater than the r $_{table\ values,}$ which is 0.218.

Reliability Test

Table 4.16. *Employee Engagement* Variable Alpha Value (X 1)

Reliability Statistics

Cronbach's Alpha	N of Items
.729	10

Source: SPSS data processing results

Table 4.17. Position Position Variable Alpha Value (X 2)

Reliability Statistics

Cronbach's Alpha	N of Items
.761	10

Source: SPSS data processing results

Table 4.18. Employee Performance Variable Alpha Value (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.750	10

Source: SPSS data processing results

Table 4.19. Comparison of *Cronbach Values Alpha* With Standard Value

Variable	*Cronbach* value *Alpha*	Standard Value	Conclusion
X 1	0, 729	0.70	reliable
X 2	0, 761	0.70	reliable
Y	0.750 _	0.70	reliable

Source: SPSS data processing results

Based on the table above, the reliability test uses the *Cronbach alpha method* for the level of consistency of the *Employee Engagement variable* (X_1). obtained an alpha value of 0.729, Position Position variable (X2) obtained an alpha value of 0.761 and the Employee Performance variable (Y) obtained an alpha value of 0.750 this means the *Cronbach value alpha* obtained by each variable is greater (>) than the standard value (0.70) and it means that all statements contained in the questionnaire can be declared reliable.

Statistical Descriptive Test

Table 4.20. Results Descriptive Statistics

Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
EE_X1	81	32.00	48.00	39.5432	4.11111
PJ_X2	81	30.00	48.00	40.0123	4.20266
KK_Y	81	31.00	46.00	39.6049	3.66292
Valid N (listwise)	81				

Data source: SPSS data processing results

From the above table data processing using SPSS, the following results are obtained:

1. *Employee Engagement* (X1) there are ₐ number of samples (n) as many as 81 respondents, the minimum (lowest score) 32.00 and maximum (highest score) 48.00 results. The mean (mean value) is 39,5432 and the standard deviation value is 4,11111.

2. Promotion of Position (X_2) there are a number of samples (n) as many as 81 respondents, obtained the minimum (lowest score) 30.00 and maximum (highest score) 48.00. The mean (mean value) is 40 0.0123 and the standard deviation value is 4.20266.

3. Employee Performance (Y) there are a number of samples (n) as many as 81 respondents, obtained the minimum (lowest score) 31.00 and maximum (highest score) 46.00. The mean (mean value) is 39.6049 and the standard deviation is 3.66292.

Classic assumption test

Table 4.21. Data Normality Test

One-Sample Kolmogorov-Smirnov Test

		Studentized Deleted Residual
N		81
Normal Parameters [a,b]	mean	-.0005518
	Std. Deviation	1.02093385
Most Extreme Differences	Absolute	.068
	Positive	.068
	negative	-.056
Test Statistics		.068
asymp. Sig. (2-tailed)		.200 [c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
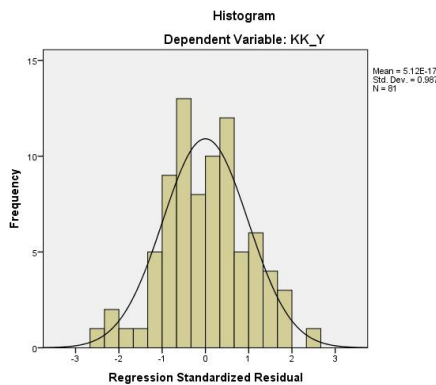
Source: SPSS data processing results

Based on the table above, it can be seen that the magnitude of the value of Asymp. Sig. 2-tailed at 0,200 which is greater than the 0.05 level of significance, which means that the residual data are normally distributed.
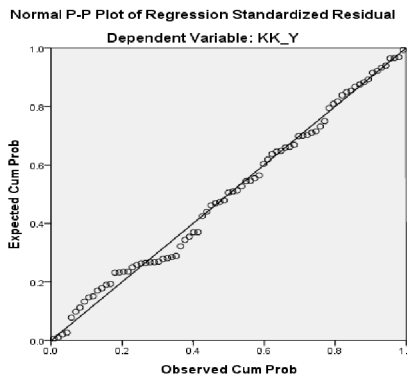
Source: SPSS data processing results

Fig 4.2. Data Normality Test

Based on the picture above, to strengthen the normality test, a statistical test was carried out with a normal *probability plot.* And the results show that the regression model is normally distributed because the data spreads around the diagonal line and follows the direction of the diagonal line so that it shows a normal distribution pattern.

Source: SPSS data processing results

Fig 4.3. Histogram Curve Multicolliction Test

Table 4.22. Multicolliarity test _

Coefficients ᵃ

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	EE_X1	.952	1.051
	PJ_X2	.952	1.051

a. Dependent Variable: KK_Y

Source: SPSS data processing results

From the table above, it can be seen that the Variance *Inflation Factor* (VIF) value is 1.051 less than 10 and the Tolerance *value* of 0.952 is greater than 0.10, it can be stated that there is no multicollinearity symptom.

Heteroscedasticity Test

Table 4.23. Heteroscedasticity Test

Coefficients ᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.403	2,564		.937	.352
	EE_X1	.006	.052	.014	.123	.903
	PJ_X2	-.005	.051	-.012	-.106	.916

a. Dependent Variable: Abs_RES

Source: SPSS data processing results

Based on the table above, it is known that the significant value for the *Employee Engagement variable* (X1) is 0, 903 and the Position Promotion variable (X2) is 0, 916. The result of the significant value of the *independent variable* is greater than 0.05, so in accordance with the basis for decision making in the Glejser test, it can be concluded that there is no heteroscedasticity in the regression model.
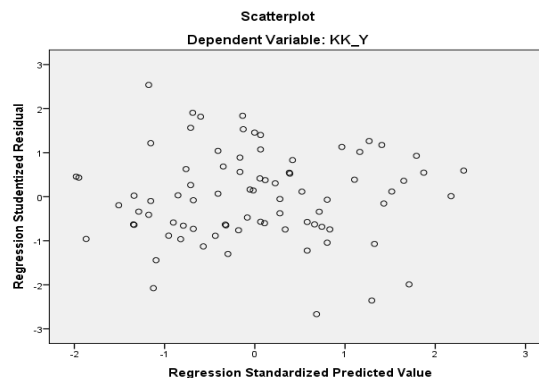

Fig 4.4. Hetero test to astity

Source: SPSS data processing results

Based on Figure 4.4 above, it is clear that the points spread as a whole and spread randomly, and are spread below zero on the Y axis, this means that there is no heteroscedasticity in the regression model in this study.

Multiple Linear Regression Analysis Test

From the results of the classical assumption test, it can be concluded that the existing data are normally distributed, there is no multicollinearity and heteroscedasticity, thus fulfilling the requirements for multiple linear regression analysis. Multiple linear regression analysis was used to determine the relationship between the independent variable t by using a linear equation. The results of multiple linear regression analysis can be seen in the following table using SPSS v.2 3 and the calculation results are obtained as follows:

1. The predictor used as the independent variable must be feasible, this feasibility is known if the standard *Error Of Estimate < Standard Deviation.*
2. The data must be normally distributed.

Table 4.24. Multiple Linear Regression Analysis Test

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	8.865	5.456		1.625	.108
	EE_X1	.572	.111	.494	5.172	.000
	PJ_X2	.219	.108	.193	2.021	.047

a. Dependent Variable: KK_Y

Source: SPSS data processing results

From the table above, the results of multiple linear regression analysis are obtained and the coefficients for the independent variables X_1 0, 572 and X_2 0, 219 with a constant of 8, 865 so that the regression equation model is obtained as follows:

$Y = + b_1 X_1 + b_2 X_2 + e$

$Y = 8, 865 + 0.572 X_1 + 0, 219 X_2 + e$

Where :

Y	: Employee Performance Variable
A	: Value constant
b_1, b_2	: Value of Regression Coefficient
X_1	: *Employee Engagement* Variable
X_2	: Position Promotion Variable
e	: epsilon (unexamined variable)

In accordance with the obtained regression equation, the regression model can be interpreted as follows:

a. The coefficient constant is positive, indicating that by assuming the absence of all independent variables, employee performance (Y) tends to increase by the value of the constant itself. as big as 8,865.
b. *Employee Engagement* (X1) regression coefficient of 0.572 can be interpreted if the other independent variables remain and *Employee Engagement* (X1) increases, then Employee Performance (Y) will increase by 0.572.
c. The coefficient of the regression for Position Promotion (X2) of 0.219 can be interpreted if the other independent variables are fixed and Position Promotion (X2) has increased, then Employee Performance (Y) will increase by 0.219.

Hypothesis Test Results

Partial Hypothesis Test (t)

Decision making criteria:

1. If $t_{count} < t_{table}$, then H_0 is accepted and H_a is rejected, meaning that there is no significant effect.
2. If $t_{count} > t_{table}$ then H_0 is rejected and H_a is accepted, meaning that there is a significant effect.

Table 4.25. Partial Hypothesis Test (t)

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	8.865	5.456		1.625	.108
	EE_X1	.572	.111	.494	5.172	.000
	PJ_X2	.219	.108	.193	2.021	.047

a. Dependent Variable: KK_Y

Source: SPSS data processing results

Hypothesis 1

$_{\text{calculated}}$ t value is 5, 172, then this value will be compared using a significance limit of 0.05 (5%) and the calculation results obtained are dk n-2 (81 -2 = 79) then obtained a t $_{\text{table}}$ of 1, 990.

Obtained t $_{\text{arithmetic}}$ of 5, 172 is greater than t $_{\text{table}}$ of 1, 990 with a significant value of 0.000 which is smaller than 0.05 (5%) so that H $_0$ is rejected and Ha $_{\text{is}}$ accepted, meaning that there is a significant effect of the *Employee Engagement* variable (X $_1$) on Employee Performance (Y).

Hypothesis 2

Based on the table above, the t - $_{\text{count}}$ value is 2.021, then this value will be compared using a significance limit of 0.05 (5%) and the calculation results obtained are dk n-2 (81- 2= 7 9) then the t $_{\text{table is}}$ $_{\text{obtained}}$ of 1, 990.t - $_{\text{count}}$ of 2.021 was greater than the t - $_{\text{table}}$ of 1,990 with a significant value of 0.047 which was smaller than 0.05 (5%) so that H0 $_{\text{was}}$ rejected and Ha was accepted, meaning that there was $_a$ significant effect of the Position Promotion factor (X $_2$) on Employee Performance (Y).

Simultaneous Hypothesis Testing (F)

Test whether there is an effect of independent variables on the dependent variable simultaneously (together).

Table 4.26. Simultaneous Hypothesis Testing (F)

ANOVA ^{a}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	586,381	2	293.191	18,613	.000 ^{b}
	Residual	1228,681	78	15,752		
	Total	1815,062	80			

a. Dependent Variable: KK_Y
b. Predictors: (Constant), PJ_X2, EE_X1

Source: SPSS data processing results

Based on the results of the table above, the $_{\text{calculated F}}$ value is 18,613, then this value will be compared with the F $_{\text{table value}}$ with a significant level of 0.05 (5%), the number of samples N = 81 and the numerator df (K-2) or (NK) or (81 -2= 79). Then the F $_{\text{table}}$ value is 3.96.

Based on the statistical calculation table for the F test above, it shows that the $_{\text{calculated F}}$ value is 18, 613 which is greater than the F $_{\text{table}}$ of 3, 96 and the significance value is 0.000, which is smaller than 0.05 (5%) so it can be concluded that H $_0$ is rejected and H $_a$ is accepted. Means simultaneously *Employee Engagement* (X $_1$) and Position Promotion (X $_2$) has a positive and significant effect on Employee Performance (Y).

Coefficient of Determination

Table 4.27. Coefficient of Determination Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.568 ^{a}	.323	.306	3.96892

a. Predictors: (Constant), PJ_X2, EE_X1

Source: SPSS data processing results

KD = r ^{2} x 100%

= 0.568 ^{2} x 100%

= 3 2.2 (rounded to 3 2 %)

From the calculation above, it can be obtained information that the contribution of the relationship between the *Employee Engagement factor* (X $_1$), and Position Promotion (X2) with Employee Performance (Y) of 3 2 $_\%$ and the remaining 68 % is influenced by other factors not examined by the author.

DISCUSSION OF RESEARCH RESULTS

Employee Engagement (X $_1$) Against Employee Performance (Y)

The results of testing hypothesis 1 show that the Employee Engagement variable $_{(X1)}$ has a significant effect on Employee Performance (Y) so that the first hypothesis is accepted. This happens because of employee involvement in Small and Medium Enterprises in Banten Province as something good

for the company and employees. For companies, *employee engagement* will ensure a sense of employee attachment to the company so that employees can do their jobs well and optimally.

Position Promotion (X_2) To Employee Performance (Y)

The results of testing hypothesis 2 show that the Position Position variable (X_2) has a significant effect on Employee Performance (Y) so that the second hypothesis is accepted. This happens because of employee involvement in Small and Medium Enterprises in Banten Province When going to do a promotion, employees are given a proposal to propose who will be promoted or who is promoting themselves in the position to be filled according to their skills and abilities. For companies, a promotion will make employees feel valued.

Employee Engagement (X_1) and Position Promotion (X_2) To Employee Performance (Y)

The results of testing hypothesis 3 show that the variables *Employee Engagement* (X_1) and Position Promotion (X_2) has a positive and significant effect simultaneously on Employee Performance (Y) so that the third hypothesis is accepted. This happens because of *employee engagement* is an attachment between employees to the company and promotion is one of the important activities in employee development because the existence of a promotion can motivate employees to improve their performance.

Meanwhile, from the calculation of the coefficient of determination R-square (r_2) From the above calculation, it can be obtained information that the contribution of the relationship between *Employee Engagement* (X_1) and Position Promotion (X_2) with Employee Performance (Y) of 3 2 % and the remaining 6 8% influenced by other factors not examined by the author.

V.   CONCLUSION

Based on the research and discussion that has been explained about the Effect of *Employee Engagement* and Position Promotion on the Performance of Small and Medium Enterprises Employees in Banten Province, namely the *Employee Engagement* Variable (X_1) has a significant effect on Employee Performance (Y), the Position Position Variable (X_2) has a significant effect on significant to Employee Performance (Y) and Variable *Employee Engagement* (X_1) and Position Promotion (X_2) have a positive and significant effect simultaneously on Employee Performance (Y).

For further researchers, the author suggests for those who want to research about *employee engagement* and job promotion variables on employee performance In order to distribute the questionnaire to respondents more than the formula applied, to avoid errors in conducting the SPSS test, the author suggests that further research needs to increase the population coverage area so that the results can be generalized more broadly. If the number of independent variables is added, it will most likely increase the value of the coefficient of determination. Therefore, further research is better to add the number of independent variables such as mutation, leadership style, job placement, compensation, salary, recruitment, and so on.

VI.   ACKNOWLEDGMENTS

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