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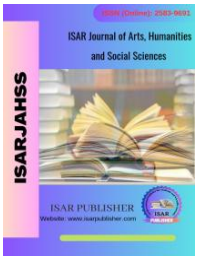

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The Influence of employee engagement on the Performance of Employees of the West Java Provincial Forestry Service

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Abstract: *Employees who are engaged will give the best performance and do things related to the job optimallyin order to achieve the goals of the institution. This study aims to analyze the influence of employee engagement on the performance of employees of the West Java Provincial Forestry Service.The research method used is quantitative research method, using descriptive statistik analysis and multiple linear regression analysis. The results of the study can be concluded that the state of employee engagement and employee performance in the West Java Provincial Forestry Service is in good category. Partially, absorption elements have been found to effect the employee performance. However, together with vigor and dedication, absorption element have an effect of 67,5 percent on employee performance, meaning that of all variables that can affect employee performance, employee engagement only affects 67,5 percent.*

Keywords: *West java provincial, forestry service, employee engagement, employee performance.*

INTRODUCTION

The forestry service is an organizational unit in the regional government of West Java Province. This organizational unit is a regional apparatus that has the main task of carrying out government affairs in the field of forestry, natural resource conservation, and watershed management.The performance of the Forest Service employees themselves is fairly good, at 92,93 percent.

To support the operation of the Management Information System that exists in an organization or company, human resources who have good performance are needed.In order for each employee to have good performance, the human resouce maintenance function must run well at some pointcompany or agency (Armstrong,2017). A dynamic company will always increase its productivity through consistency in producing the best performance and maintaining the competitive advantage of the company.Fisher, Schoenfeldt, and Shaw (2006) revealed that the factor that is considered to have the most potential in providing a company's competitive advantage is human resources and its management.

Managament or maintenance of human resources must receive priority attention from the leadership. If employee maintenance is not given enough attention, work morale, employee attitudes and loyalty will decrease. This will have an impact on procurement, development, compensation and integration it is done well and costs are large, it means little to support the achievement of organizational goals(Andrew and Mustofa,2019). Data on employee performance targets, attendance and on-time attendance of Forestry Service employees from 2019-2022 can be seen in figure I.

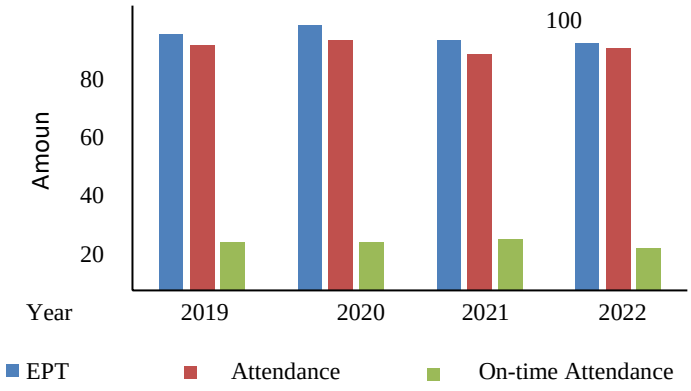

Figure 1. Results employee performance targets,attendance,on-time attendance 2019-2022.

If you look at the trend in the data above, it appears that there is a problem, namely high employee performance with a good level of attendance but the level of punctuality when the employees come to work is poor. This is allegedly indicated by poor maintenance of human resources one form of maintenance so that each employee has good performance is by motivating and making them feel attached to the company, either to the values that are revoked or to the environment and work processes that exist in the organization or agency.

Employee engagement itself is a concept that is believed to improve employee performance, because employee engagement itself is a situation where members of an organization carry out their work roles, work and express themselves physically(energy expended employees when carrying out work), cognitive(the

desires that employees have about the organization, leaders and working conditions in the organization) and emotional(including employees' feelings towards the organization and its leaders)while demonstrating their performance (Kim, Han, Park,2019).

Employee engagement is a construct that touches almost all problems in human resource management. This construct is a variable that has a predictive influence on the two-way relationship between employees and the organization in terms of measuring their performance, when compared with the previous constructs, namely: job satisfaction, employee commitment, and organizaional citizenship(Wang&Chen,2019).

The influence of employee engagement on employee performance is very important, because the sense of involvement that employees build with the organization where they work is important. The sense of belonging can both provide feedback on management and loyalty to the organization which was deliberately built always creates positive criticality in employees (Ali,Li,Qiv,2022). Based on the explanation above, the author is interested in researching this phenomenon, namely the influence of employee engagement on employee performance at the West Java Provincial Forestry Service.

RESEARCH METHODS

This study took a research object that focused on employeesof the West Java Province Forestry Service with elements of employee engagement(Shcaufeli&Bakker,2004) and aspects of employee performance. The elements of employee engagement used where vigor, dedication, and absorption. While the aspects of employee performance used are quantity, quality, and time. The author analyzes each element of employee engagement on employee performance with multiple linear regression, then concludes the managerial implications of the elements that affect employee performance in the Forestry Service of West java Province after the results of the analysis have been obtained conducted on this research panel.

This research was conducted at the West Java Provincial Forestry Service Office, which is located in the city of Bandung. The two types of data used, namely primary data and secondary data, where analyzed in this research. The primary data used was direct questionnaire data distributed to all employees. The secondary data used are performance standard data, presence and timely attendance data from Forestry Service employees for the last four years as evidence of an indication of how employee engagement and performance of employees from the West java Provincial Forestry Service.

Other data was obtained from searches through literature, books, journals and the internet. This research used a purposive sampling technique to determine the sample used. The samples taken were all employees of the West java Provincial Forestry Service who were still active and had worked for a long time one year or more, the total sample in this study was 83 people. The data collection technique used was distributing questionnaires where the questionnaires were made based on a Likert scale. This study used multiple linear regression test, validity test, reliability test, analysis descriptive, classical assumption test, normality test, heteroscedasticity test, multicollinearity test, and autocorrelation test

RESULTS AND DISCUSSION

General Description of The Organization

The West Java Provincial Forestry Service is a regional apparatus in West Java Province which has the main task of carrying out government affairs in the forestry sector, including forest management, natural resource conservation and river watershed management. The total area community forests in West Java Province in 2022 is 759.320 hectares, the conservation area is 229.058 hectares, while the total disturbance and demage to forest areas is 32.893 hectares and critical land is 829.556 hectares. Various efforts have been made to overcome environmental disturbances and forest damage through regional regulations as an elaboration of central level regulations and carrying out functions as forestry managers in West Java Province.

Employee Engagement

Results of validity and reliability test of employee engagement elements

The results of the employee engagement element validity test conducted on all employees can be seen in Table 1.

Table 1. Results of validity testing of employee engagement elements

Variable	*Corrected Item-Total Correlation*	Explanation
Vigor1	0,735	*Valid*
Vigor2	0,604	*Valid*
Vigor3	0,482	*Valid*
Vigor4	0,364	*Valid*
Vigor5	0,420	*Valid*
Dedication1	0,417	*Valid*
Dedication2	0,675	*Valid*
Dedication3	0,735	*Valid*
Dedication4	0,699	*Valid*
Dedication5	0,416	*Valid*
Absorption1	0,444	*Valid*
Absorption2	0,492	*Valid*
Absorption3	0,793	*Valid*
Absorption4	0,716	*Valid*
Absorption5	0,621	*Valid*

Source : data processed (2023).

The results of the validity test in table1 which were carried out on the items of the employee performance variable elements stated that all the elements tested were valid. From the table above it can be explained that the value of **r** count> **r** table is based on a significance test of 0,05 which means that the items mentioned above are valid.

Table 2. The results of the employee engagement element reliability test.

Cronbach's Alpha	*Cronbach's Alpha Based on Standardized Items*	Explanation
0,753	0,948	*Reliabel*

Source : data processed (2023).

The results of the reliability test in Table 2 show that all variables are reliable, involved in the Cronbach Alpha value of 0,753.

Descriptive analysis of employee engagement elements

Employee engagement consists of three elements, namely vigor, dedication, and absorption. These elements are analyzed based on employee perceptions about employee engagement. The results of the descriptive analysis can be seen in Table 3 below.

Table 3. Results of descriptive analysis of employee engagement

Indicators	Total average score	Interpretation
Vigor	3,624	Good
Dedication	3,964	Good
Absorption	3,897	Good
Indicator average	3,828	

Source : data processed (2023)

Table 3 above shows the total averege score for employee engagement indicators is 3,828, based on the interval criteria resulting from the analysis of descriptive statistics, the value of 3,828 is in the good category, which means that in general employees of the West Java Province Forestry Service have a good perception of employee engagement. The **dedication** element has the highest score when compared to the results of the analysis of other elements, nemely 3,964, this element is the good category. This is shown by young employees who are still enthusiastic about challenges at work and rapid changes in job specifications, so they feel challenged of their work, produce work results that are very satisfying, meaningful, a matter of pride for the employees involved in it. The second largest value is the total average score for the **absorption** indicator of 3,897. The interpretation of the results of this analysis is that employees of the West Java Provincial Forestry Service in general give full attention to the tasks assigned. For the results of the analysis of the total score the average score of the **vigor** element is 3,624 which gets the lowest value among other employee engagement indicators which can be interpreted as the behavior of employees who generally feel physically and mentally strong in facing work as wellpersistent in the face of work difficulties.

Forest Service employees' perceptions of Vigor

Vigor is one of the elements of employee engagemet. Employee perceptions of the vigor element can be seen in Table 4

Table 4. Employee perceptions of vigor.

Employee Answers							
Statement	1 TD (%)	2 DA (%)	3 D (%)	4 A (%)	5 SA (%)	Modus	Explanation
When you wake up in the morning,feel like working	0	6,1	12,1	63,6	18,2	63,6	Agree
Earnest in doing work	0	3,0	15,2	51,5	30,3	51,5	Agree
Never give up at work,even when facing difficulties	0	6,1	33,3	45,5	15,2	45,5	Agree
Feel physically fit when working	39,4	21,2	24,2	15,2	0	39,4	TotallyDisagree
Can continue working for a very long time	0	0	18,2	39,4	42,4	42,4	Strongly Agree

Source: data processed (2023)

Information: TD=Totally Disagree,DA=Don't Agree,D=Disagree,A=agree,SA=Strongly Agree

Table 4 shows the employee's response mode for each statement. These statements include when employees wake up in the morning, employees feel like going to work, are serious about doing their work and never give up at work, even when facing difficulties. Employees strongly disagree with the statement that employees feel physically fit for themselves when working but employees strongly agree with the statement that employees can continue to work for a very long time. This is related because the type of work in the Forestry Service requires a lot of physical movement, and the work can be done in a sitting position, sometimes for a long time. The type of work in the Forestry Service is also not tied to working hours, because the work can be done outside office and outside working hours.

Forestry Service employees' perseptions of Dedication

Dedication is an element of employee engagement. Employee perceptions of the dedication element can be seen in Table 5

Statement	Employee Answers 1 TD(%)	2 DA (%)	3 D(%)	4 A (%)	5 SA (%)	Modus	Explanation
Very meaningful work	0	0	15,2	57,6	27,3	57,6	Agree
Enthusiastic about work	3,0	0	27,3	51,5	18,2	51,5	Agree
Inspired by work	0	6,1	12,1	63,6	18,2	63,6	Agree
Very challenging job	0	0	15,2	69,7	15,2	69,7	Agree
Feel proud of work	0	6,1	12,1	63,6	18,2	63,6	Agree

Sourcer: data processed (2023)

Information: TD=Totally Disagree,DA=Don't Agree,D=Disagree,A=Agree,SA=Strongly Agree

Table 5 shows the employee's answer mode for each statement. Employees agree that their work is very meaningful, employees also feel enthusiastic and proud of their work, employees also feel inspired and challenged by their work.

Perception of Forestry Service employees on absorption

Absorption is an element of employee engagement. Employee perceptions of the absorption element can be seen in Table 6.

Table 6. Forestry Service employees' perceptions of Absorption

Staement	Employee Answers 1 TD(%)	2 DA (%)	3 D (%)	4 A (%)	5 SA (%)	Modus	Explanation
Not realizing the time already in effect while working	0	0	15,2	57,6	27,3	57,6	Agree
While working, often forget other things around	3,0	0	27,3	51,5	18,2	51,5	Agree
Feel fully involved in the work	0	6,1	12,1	63,6	18,2	63,6	Agree
I feel happy when I can work very seriously	0	0	15,2	69,7	15,2	69,7	Agree
It's hard to be indifferent to work	0	6,1	12,1	63,6	18,2	63,6	Agree

Source: data processed (2023)

Information: TD=Total Disagree,DA=Don't Agree,D=Disagree,A=Agree,SA=Strongly Agree

Table 6 shows the employee's answer mode for each statement. Employees agree that they are often not aware of how much time they spend doing a job. Employees also often forget other things around them that have nothing to do with work, always feel fully involved in their work and care deeply about work. Employees also feel very happy if they can take their work very seriously. This proves that Forestry Service employees enjoy their work.

Performance of Forestry Service Employees

Results of validity and reliability test aspects of employee performance

The results of the validity test for employee engagement elements and employee performance aspects carried out on all employees can be seen in Table 7.

Table 7.Validity test results for employee performance aspects

Variabel	*Corrected Item-Total Correlation*	Information
Quantity1	0,811	Valid
Quantity2	0,853	Valid
Quality1	0,680	Valid
Quality2	0,481	Valid
Quality3	0,697	Valid
Quality4	0,609	Valid
Quality5	0,385	Valid
Time1	0,709	Valid
Time2	0,742	Valid
Time3	0,709	Valid
Time4	0,800	Valid

Source: data is processed (2023

The results of the validity test in Table 7 which was carried out on the items from the employee performance aspect indicators stated that all aspects tested were valid because each value of *Corrected Item-Total Correlation* the employee performance variablee is greater than the r table value which is 0,344.

Table 8. Reliability test results

Cronbach's Alpha	*Cronbach's Alpha Based on Standardized Items*	Information
0,753	0,948	Reliable

Source: data is processed (2023)

The results of the reliability test in Table 8 show yhat all variables are reliable because they have a *Cronbach's Alpha* value greater than 0,60.

Descriptive Statistical Analysis of Employee Performance Aspects

Employee performance consists of three aspects, namely quantity, quality and time. These aspects are analyzed based on employee perceptions about employee performance. The results of this descriptive analysis are employee perceptions about employee performance.

Table 9. Results of descriptive analysis of employee performance

Aspect	Total Avarage Score	Interpretation
Quantity	3,818	Good
Quality	3,758	Godd
Time	3,689	Good

Source: data is processed (2023)

Table 9 shows that the total average score for aspects of employee performance is 3,755. Based on the interval criteria resulting from descriptive statistical analysis, the value of 3,755 is in the good category. West Java Provincial Forestry Service employees generally always try to work in accordance with predetermined targets and fulfill them.The second largest value is the total average score from the quality aspect. The average value obtained from the quality aspect is 3,758 and is in the good category. In general West Java Provincial Forestry Service employees always do their work by following the description work, completing it according to the provisions and requests of the user. If an error is found during the work, the Forestry Service employees are willing to re-do the work, improving their competency and technical abilities so that the same error does not occur. The final aspect is time. The time aspects received a score of 3,689 and is still in the good category. In general, employees of the West Java Provincial Forestry Service always try to arrive at work hours on time even though the level of punctuality in coming to work among civil servants is still better from contract employees.

This is because there is a sense of involvement in employment status. West Java Provincial Service employees do not always complete work according to deadlines. This happens because user request in job descriptions often increase or try quickly and not expected.The consequence of this is that Forestry Service employees are ready to go home late to complete work that has not been completed or is urgently needed to be completed immediately.

West Java Province Forestry Service Employees' Perceptions of Quantity Aspects

Quantity is one aspect of employee performance. Employee perceptions regarding the quantity aspect can be seen in Table 10

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Table 10. West Java Province Forestry Service Employees' Perceptions Regarding Quantity Aspects

Statement	Employee Answers					Modus	Information
	1 TD (%)	2 DA (%)	3 D%)	4 A (%)	5 SA (%)		
Work beyond predetermined targets	0	15,2	12,1	57,6	15,2	57,6	Agree
Carry out work according to the job description	0	3	21,2	57,6	18,2	57,6	Agree

Source: data is processed (2023)

Information: TD = Total Disagree, DA = Don't Agree, D = Disagree, A = Agree,SA = Strongly Agree

Table 10 shows the employee's response modus for each statement. Employees agree that they feel they have worked beyond the predetermined targets and done the work according to the description given.

Forestry Service Employees' Perception of Quality Aspects

Quality is one aspect of employee performance. Employee perceptions of the quality aspect can be seen in Table 11

Table 11. Perceptions of Forestry Service employees regarding quality aspects

Statement	Employee Answers					Modus	Information
	1 TD(%)	2 DA (%)	3 D(%)	4 A (%)	5 SA (%)		
Carry out work according to the job description	3	3	39,4	45,5	9,1	45,5	Agree
Complete assignments correctly according to the provisions	0	9,1	54,5	36,4	0	54,5	Disagree
Willing to repeat work if it is felt that it does not meet standards	0	0	18,2	57,6	24,2	57,6	Agree
Strive to improve competencies to suit job needs	0	3	27,3	54,5	15,2	54,5	Agree
Utilize technical knowlegde to improve the quality of work	0	3	12,1	57,6	27,3	57,6	Agree

Source: data is processed (2023)

Information: TA=Total Disagree, DA=Don't Agree, Disagree, A=Agree,Strongly Agree

Table 11 shows the employee's response mode for each statement. Employees agree thar they have done the work according to the descrption given, completed it correctly and according to the provisions. Employees are also willing to repeat the work if the work has already been donedeemed not in accordance with standards, and in order not to always repeat work, employees also agree to continue trying to improve their competence and technical knowledge in order to improve the quality of work and reduce the number of errors.

West Java Province Forestry Service Employees' Perceptions of Time Aspects

Time is one aspect of employee performance. Employee perceptions about the time aspect can be seen in Table 12.

Table 12. West Java Provincial Forestry Service employees' perceptions of time aspects

Statement	Employee Answers					Modus	Information
	1 TD(%)	2 DA (%)	3 D(%)	4 A (%)	5 SA (%)		
Come to work on time	3	3	39,4	45,5	9,1	45,5	Agree
Complete work on time	0	9,1	54,5	36,4	0	54,5	Disagree
Complete work faster than the deadline	0	0	18,2	57,6	24,2	57,6	Agree
I won't go home if the work isn't finished	0	3	27,3	54,5	15,2	54,5	Agree

Source: data is processed (2023)

Information: TD=Total Disagree, DA=Don't Agree, KS = D=Disagree, A=Agree,SA=Strongly Agree

Table 12 shows the employee's response mode for each statement. Employees agree that they come to work exactly at the appointed time. Employees disagree with the statement that employees usually finish work on time because they sometimes finish work faster than the specified deadline, in accordance with the situation that an activity in the form of a project must be completed before handover is carried out, completion means meeting the minimum standards required by users of the project

results. Employees also agree that employees won't go home if the work isn't finished.

The influence of employee engagement on employee performance

Classic assumption test

The assumption tests used in this research are the multicollinearity test, autocorrelation test, heteroscedasticity test and normality test. Following are the results of the classic assumption test.

1. Normality Test

The results of the normality test analysis show a normal probability plot graph. Which shows that the distribution of the following points must be diagonal. So it can be concluded that the multiple linear regression model between employee engagement and employee performanmce is normally distribute.

2. Heteroscedasticity test.

The results of the heteroscedasticity test show that the points do not form a certain regular pattern. The dots spread above and below the number 0 on the Y axis irregularly. So it can be concluded that this is not the case heteroscedasticity.

3. Multicollinearity test

Table 13. Multicollinearity test results

Model		*Absorption*	*Dedication*	*Vigor*
Correlations	*Absorption*	1,000	-0,321	-0,363
	Dedication	-0,321	1,000	-0,579
	Vigor	-0,363	-0,579	1,000
Covariances	*Absorption*	0,031	-0,013	-0,014
	Dedication	-0,013	0,050	-0,028
	Vigor	-0,014	-0,028	0,046

Source: data processed (2023)

Using the magnitude of the correlation coefficient between the independent variables from the output above, the correlation coefficient between the independent variables involved is in the range (-0,576)-(-0,014), far below 0,60, it is concluded that there is no multicollinearity between the independent variables.

4. Autocorrelation test

Autocorrelation test results can be seen in Table 14.

Table 14. Autocorrelation test results

Model	Durbin-Watson
1	1,405

Source: data processed (2023)

The results of the autocorrelation test above, found the Durbin-Watson test = 1,961 and DW was between -2 and 2(-2<DW<2) so it can be concluded that the results of the autocorrelation test above are that there is no autocorrelation.

Multiple linear regression test

The variables in this research are employee engagement and employee performance variables. Table 15 shows that there is no partial influence between the elements of the employee engagement variable on employee performance variables.

Table 15 Multiple linear regression test results

Model	*Unstandardized Coefficients*		*Standardized Coefficients*	*t*	*Sig.*
	B	*Std. Error*	*Beta*		
(Constant)	-0,341	0,540		-0,631	0,533
Vigor	0,112	0,215	0,096	0,521	0,606
Dedication	0,417	0,224	0,338	1,863	0,073
Absorption	0,520	0,177	0,465	2,929	0,007

Source: data processed (2023)

Table 15 shows the multiple correlation value, namely the correlation between two or more elements of the independent variable on the dependent variable. The R number obtained is 0,821, meaning that the correlation between the elements of vigor, dedication and absorption on employee performance is 82,1 percent. This means that there is a close relationship between the elements of vigor, dedication and absorption on employee performance as evidenced by the R value which is close is to 1.

Table 16. Multiple linear regression cofariance

Model	*R*	*R Square*	*Adjusted R Square*	*Std. Error of the Estimate*
1	0,821	0,675	0,641	0,366

Source: data processed (2023)

Table 16 shows the coefficient of determination. An R square value of 0,675 means that the contribution of vigor, dedication and absorption elements to employee performance is 67,5 percent. Meanwhile, the remainder is influenced by other variables which are not yet included in this model.

Hypothesis testing

Table 17 shows that the calculated F value obtained is 20,038. This can involve a significance value that is smaller than 0,05 and df1:(k-1)=2 and df2:(n-k-1)=29(with n as the amount of data and k is the number of independent variables) then we get an F table (Ft) of 3.327, because the F valuetable is greater than the calculated F (20.038>3.327) and the significance value in the F test is less than 0,05(0.000<0,05) so it can be interpreted that vigor, dedication and absorption together influence employee performance.

Table 17. Hypothesis test results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression Residual Total	8,080	3	2,693	20,038	,000
	3,898	29	0,134		
	11,979	32			

Source: data processed (2023) Tabel 18. *Coefficient Corelation*

Model	*Unstandardized Coefficients*		*Standardized Coefficients*	*t*	*Sig.*
	B	*Std. Error*	*Beta*		
(Constant)	-0,341	0,540		-0,631	0,533
Vigor	0,112	0,215	0,096	0,521	0,606
Dedication	0,417	0,224	0,338	1,863	0,073
Absorption	0,520	0,177	0,465	2,929	0,007

Source: data processed (2023)

Table 18 shows each calculated T value for each variable and compare it with the T table value. The T table value is found using the formula n-k-1 then 33-3-1=29

Where the criteria for the hypothesis are as follows :

T-value < T-table or sig. > α = H_0 accepted, H_1 rejectedT-value > T-table or sig. < α = H_0 rejected, H_1 accepted

Based on the criteria abbove, the interpretation results for each employee engagement indicator can be seen as follows :

1. Vigor

Hypothetical results for the vigor variable are :

H_0: *Vigor* does not have a positive and significant effect on employee performance.

H_1: *Vigor* positive and significant effect on employee performance.

The results of the T test in the table show that the calculated T value for the vigor variable is 0,521. The calculated T value is smaller than T-table (0,521 < 2,045) so H_0 accepted dan H1 rejected.It can be concluded that vigor does not have a positive and significant influence on employee performance.

2. Dedication

Hypothesis results for the dedication variable are :

H_0: *Dedication* does not have a positive and significant effect on employee performance.

H_1: *Dedication* has a positive and significant influence on employee performance.

The results of the T test in the table show that the calculated T

value for the dedication variable is 1,759. The calculated T value is smaller than the T table (1,759<2,045) . It can be concluded that dedication does not have a positive and significant influence on employee performance.

3. Absorption

The hypothesis results for the absorption variable are :

H0: *Absorption* does not have positive and significant effect on employee performance.

H1: *Absorption* positive and significant effect on employee performance.

The T test results in the table show that the calculated T value for the absorption is 2,929. The calculated T value is greater than the T table (2,929 > 2,045) accordingly H0 rejected and H1 accepted.Can be concluded that *absorption* has a positive and significant influence on employee performance.

Managerial Implication

An employee's employee engagement can determine the employee's efforts in the work they do every day, influence their loyalty, as well as the employee's decision to stay or leave their workplce. Managerial implications of this reswearch can be seen in Table 19.

Table 19. Managerial Implications

Elemets/aspects	Managerial Implications
Vigor	There is consideration to provide special occupational health and safety education for employees, followed by directions to carry out indoor exercise at certain time intervals to avoid boredom in the body that has worked in the same conditions for a long time.
Dedication	There needsto be improvements in the mechanism for recruting and assigning employees, because it is still found that a small number of employees feel unenthusiastic about what they are doing. This is thought to occur due to amismatch between the competencies that employees have and their work placement.
Quality	Employees are given the opportunity to take part in training that can improve their competency and technical abilities, new employees are collaborated with experienced employees in asignments, and motivate employees to continue to innovate.
Time	Treated reward and punishment to increase discipline in time matters, there needs to be good project management and clear priorities and clear work deadlines.

Source: data processed (2023)

CONCLUSION

Based on the results of the research that has been carried out, conclusions are drawn and at the same time answer the problem formulation of the research. Firstly, employee engagement at the West Java Provincial Forestry Service is in the good category, vigor,dedication and absorption elements of the employee engagement variable all are in the good category. The highest score is obtained by the dedication element while the lowest is from the vigor element. Second, employee performance at the West Java Provincial Forestry Service is in the good category, all aspects of the employee performance variable are in the good category. Third elements of employee engagement such as vigor, dedication and absorption together influence employee performance by 67,5 percent.

Based on the research results, the researcher intends to provide suggestions, firstly, the West Java Provincial Forestry Service continues to maintain existing employee engagement in the good category, but the vigor element still needs to be given attention. The vigor element still needs attention improvement, the method taken is by rearranging the office design so that employees can feel a conducive and comfortable working environment so that it does not cause things that can reduce the level of physical fitness of employees.

Secondly, it is recommended to look for another 32,5 percent of other factors that where not included in this research. Factors that can improve employee performance include compensation, workload or quality of work life.

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