

ABSTRACT

The adoption of human resource management approaches is critical for creating high-quality work from employees. The purpose of this study was to explore the influence of the main dimensions of Human Resource Management (reward, training, and empowerment) on employee performance at PT. Kilang Pertamina International Refinery Unit IV Cilacap, with employee engagement served as an intervening variable. This study focused on the HSSE function employees of PT. Kilang Pertamina International Refinery Unit IV Cilacap, with 57 total participants and the number of questionnaires returned was 54.

Census methods were used to gather the study's sample. To collect data, questionnaires were distributed, and responses were recorded using a five-point Likert scale. The data was examined using Structural Equation Modeling (SEM) with the SmartPLS program.

According to study findings, empowerment improves employee performance through employee engagement. Employee performance is unaffected by reward, but employee engagement is greatly improved. Another human resource activity, training, has no substantial influence on employee engagement or performance.

Keywords: *Human Resource Management Practices, Reward, Training, Empowerment, Employee Engagement, Employee Performance.*

