

Ho is rejected and H7 accepted which means there is influence competence on employee performance in construction and building companies.

8. Based on the test results obtained value $t\text{-value } 12.22 > 1.96$ so Ho is rejected and H8 accepted which means there is influence employee engagement on employee performance in construction and building companies.
9. Based on the results of regression equation obtained $F_{count} (6.05) > F_{table} (2.64)$. This means that there is an effect of transformational leadership, employee placement, competence and employee engagement simultaneously to employee performance in construction and building companies.

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