

ABSTRAK

Budaya organisasi, *perceived organizational support* dan *employee engagement*, merupakan faktor penting bagi kesuksesan suatu perusahaan untuk mencapai perusahaan kelas dunia. Penelitian ini merupakan penelitian *explanatory* yang akan menjelaskan pengaruh budaya organisasi terhadap *employee engagement* dengan *perceived organizational support* sebagai variabel mediator melalui pengujian hipotesis.

Penelitian ini diperlukan untuk mengkaji lebih lanjut mengenai pengaruh budaya organisasi dan *perceived organizational support* terhadap *employee engagement* di PT. "X". Peneliti menganggap penelitian ini penting dan menarik karena PT. "X" pada saat menghadapi permasalahan eksternal (putusnya lisensi penggunaan merek, munculnya pesaing yang kuat dari pendatang baru serta pesaing industri sejenis yang sudah ada), perusahaan harus mengimplementasikan *Total Productive Maintenance* yang merupakan *extra role performance* bagi karyawan, di sisi yang lain PT "X" juga mengubah *performance management* (*performance appraisal* dipakai untuk kenaikan gaji dan pemberian bonus) yang ditujukan untuk mendukung pencapaian *word class organization*.

Sampel dalam penelitian ini dikumpulkan melalui 152 responden pada suatu perusahaan yang bergerak di industri bahan bangunan. Teknik pengambilan sampel menggunakan metode *purposive sampling*, yaitu tipe pemilihan sampel secara tidak acak yang informasinya diperoleh dengan menggunakan pertimbangan tertentu dimana terdapat kriteria yang harus dipenuhi untuk dapat menjadi sampel penelitian, sedangkan teknik analisis data dalam penelitian ini menggunakan *hierarchical regression Analysis*.

Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh secara positif signifikan terhadap *employee engagement*, budaya organisasi berpengaruh secara positif signifikan terhadap *perceived organizational support*, *perceived organizational support* berpengaruh secara positif signifikan terhadap *employee engagement* serta *perceived organizational support* memediasi sebagian hubungan budaya organisasi terhadap *employee engagement*.

Kata kunci : Budaya Organisasi, *Perceived Organizational Support*, *Employee Engagement*, *hierarchical regression Analysis*

ABSTRACT

Organizational culture, perceived organizational support and employee engagement, is an important factor for a company's success to reach a world-class company. This research is an explanatory research that will explain the influence of organizational culture to employee engagement with perceived organizational support as mediation variable through hypothesis testing.

This research needed to study more about the influence of organizational culture and perceived organizational support towards employee engagement in PT. "X". Researchers consider this research as important and interesting because PT. "X" in the face of external problems (breaking the license of brand use, the emergence of strong competitors from newcomers and competitors of similar industry that already exists), the company actually implements Total Productive Maintenance which was an extra role performance for employees, on the other side PT " X "also alter performance management (appraisal performance is used for salary increases and bonuses) aimed at supporting the achievement of the word class organization.

The sample in this study was collected through 152 respondents in a company engaged in the building materials industry being transformed into a world-class company. The sampling technique used purposive sampling method, that is, the type of sample selection is not random, the information obtained by using certain considerations where there are criteria that must be met to be a research sample, while the data analysis technique in this study using hierarchical regression analysis.

The results showed that organizational culture had a significant positive effect on employee engagement, organizational culture had a significant positive effect on perceived organizational support, perceived organizational support positively significant to employee engagement and perceived organizational support mediate organizational culture relationship to employee engagement.

Keywords : *Corporate Culture, Perceived Organizational Support, Employee Engagement, hierarchical regression Analysis.*