

ABSTRAK

HUBUNGAN ANTARA BUDAYA ORGANISASI DENGAN *EMPLOYEE ENGAGEMENT* PADA KARYAWAN DI PERUMDA PADANG SEJAHTERA MANDIRI (PSM) BIDANG TRANS PADANG

Penelitian ini bertujuan untuk mengetahui hubungan antara budaya organisasi dengan *employee engagement* pada karyawan di Perumda Padang Sejahtera Mandiri (PSM) Bidang Trans Padang. Variabel bebas dalam penelitian ini adalah budaya organisasi dan variabel terikat adalah *employee engagement*. Alat ukur yang digunakan dalam penelitian ini adalah skala budaya organisasi dan skala *employee engagement*. Teknik pemilihan sampel dalam penelitian ini adalah teknik *random sampling*. Sampel dalam penelitian ini adalah 106 orang karyawan di Perumda Padang Sejahtera Mandiri (PSM) Bidang Trans Padang. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala budaya organisasi berkisar antara 0,326 sampai dengan 0,843. Hasil koefisien validitas pada skala *employee engagement* berkisar antara 0,365 sampai dengan 0,770. Dengan koefisien reliabilitas budaya organisasi sebesar 0.943 dan pada skala *employee engagement* sebesar 0.944. Berdasarkan analisis data, diperoleh nilai korelasi antara budaya organisasi dan *employee engagement* sebesar $r = 0.532$ dengan taraf signifikan $p = 0.000$ yang berarti hipotesis diterima artinya terdapat hubungan yang sedang dan sangat signifikan antara budaya organisasi dengan *employee engagement* pada karyawan di Perumda Padang Sejahtera Mandiri (PSM) Bidang Trans Padang. Menunjukkan hubungan dengan arah positif artinya semakin tinggi budaya organisasi maka semakin tinggi *employee engagement* dan sebaliknya semakin rendah budaya organisasi maka semakin rendah *employee engagement*.

Kata Kunci: *budaya organisasi, employee engagement, karyawan, Perumda Padang Sejahtera Mandiri (PSM), korelasi*

ABSTRACT

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND EMPLOYEE ENGAGEMENT IN EMPLOYEES AT PERUMDA PADANG SEJAHTERA MANDIRI (PSM) TRANS PADANG FIELD

This research aims to determine the relationship between organizational culture and employee engagement among employees at Perumda Padang Sejahtera Mandiri (PSM) Trans Padang Sector. The independent variable in this research is organizational culture and the dependent variable is employee engagement. The measuring instruments used in this research are the organizational culture scale and employee engagement scale. The sample selection technique in this research is a random sampling technique. The sample in this research was 106 employees at Perumda Padang Sejahtera Mandiri (PSM) Trans Padang Sector. Validity and reliability testing in this research used the Cronbach's alpha technique. The results of the validity coefficient on the organizational culture scale ranged from 0.326 to 0.843. The results of the validity coefficient on the employee engagement scale ranged from 0.365 to 0.770. With an organizational culture reliability coefficient of 0.943 and an employee engagement scale of 0.944. Based on data analysis, the correlation value between organizational culture and employee engagement is $r = 0.532$ with a significant level of $p = 0.000$, which means the hypothesis is accepted, meaning there is a moderate and very significant relationship between organizational culture and employee engagement among employees at Perumda Padang Sejahtera Mandiri (PSM) Trans Padang Field. Showing a relationship in a positive direction means that the higher the organizational culture, the higher the employee engagement and conversely, the lower the organizational culture, the lower the employee engagement.

Keywords: *organizational culture, employee engagement, employees, Perumda Padang Sejahtera Mandiri (PSM), correlation*