

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Budaya Organisasi, Pengembangan karir Dan Komitmen Organisasi Terhadap Kinerja Karyawan Melalui Employee Engagement Pada PT. Semen Padang. Variabel penelitian yaitu Budaya Organisasi (X1), Pengembangan Karir (X2) Komitmen Organisasi (X3) Kinerja Karyawan (Y), Employee Engagement (Z). Metode pengumpulan data melalui survei dan menyebarkan kuesioner dengan sampel 50 responden. Metode analisis yang digunakan adalah *Regresi linear berganda* dan *analisis jalur (Path Analysis)* menggunakan *SPSS 20*. Hasil penelitian yang didapatkan yaitu : a). Terdapat pengaruh positif dan signifikan antara Budaya Organisasi terhadap Employee Engagement pada PT. Semen Padang. b). Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Employee Engagement pada PT.Semen Padang. c).Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Employee Engagement pada PT. Semen Padang d). Terdapat pengaruh positif dan signifikan antara Budaya Organisasi Terhadap Kinerja karyawan pada PT.Semen Padang.e). Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Karyawan pada PT.Semen Padang. (f) Terdapat pengaruh positif dan signifikan antara Komitmen Organisasi terhadap Kinerja Karyawan pada PT.semen Padang. (g) Terdapat pengaruh positif dan signifikan antara Employee Engagement terhadap Kinerja Karyawan. h). Employee Engagement memediasi Budaya Organisasi terhadap Kinerja Karyawan. i). Employee engagement memediasi kinerja karyawan terhadap Pengembangan Karir. j). Employee Engagement memediasi kinerja karyawan terhadap Komitmen Organisasi.

Kata Kunci : Budaya Organisasi, Pengembangan Karir, Komitmen Organisasi , Kinerja Karyawan Dan Employee Engagement.

ABSTRACT

This research aims to find out how much Influence Organizational Culture, Career Development and Organizational Commitment to Employee Performance Through Employee Engagement at PT. Semen Padang. Research variables are Organizational Culture (X1), Career Development (X2) Organizational Commitment (X3) Employee Performance (Y), Employee Engagement (Z). The method of collecting data through surveys and disseminating questionnaires with a sample of 50 respondents. The analytical method used is multiple linear regression and path analysis using SPSS 20. The results of the research obtained are: a). There is a positive and significant influence between Organizational Culture on Employee Engagement in PT. Semen Padang. b). There is a positive and significant influence between Career Development on Employee Engagement at PT. Semen Padang. c). There is a positive and significant influence between the Organization's Commitment to Employee Engagement to PT. Semen Padang d). There is a positive and significant influence between organizational culture and employee performance at PT. Semen Padang.e). There is a positive and significant influence between Career Development and Employee Performance at PT. Semen Padang. (f) There is a positive and significant influence between the Organization's Commitment to Employee Performance at PT.semen Padang. (g) There is a positive and significant influence between Employee Engagement on Employee Performance. h). Employee Engagement mediates organizational culture over employee performance. i. Employee engagement mediates employee performance towards Career Development. j). Employee Engagement mediates employee performance to organizational commitment.

Keyword : Organizational culture, Career Development, Organizational Commitment, Employee performance and Employee Engagement.