

**PENGARUH BUDAYA ORGANISASI DAN KEPUASAN KERJA
TERHADAP *EMPLOYEE ENGAGEMENT* PADA PT. TAMAN WISATA
CANDI BOROBUDUR, PRAMBANAN DAN RATU BOKO**

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Abstrak

Penelitian ini membahas tentang pengaruh budaya organisasi dan kepuasan kerja terhadap *employee engagement* pada karyawan tetap di PT. Taman Wisata Candi Borobudur, Prambanan dan Ratu Boko. Penelitian ini bertujuan untuk mengetahui pengaruh positif dari budaya organisasi terhadap *employee engagement* serta pengaruh positif dari kepuasan kerja terhadap *employee engagement*. Penelitian yang dilakukan bersifat kuantitatif dengan kuesioner sebagai media pengumpulan data. Pengumpulan data dilakukan terhadap seluruh karyawan tetap PKWTT di lingkungan PT. Taman Wisata Candi Borobudur, Prambanan dan Ratu Boko. Kuesioner yang dapat dikumpulkan kembali sejumlah 169 kuesioner. Hasil penelitian ini mengungkapkan fakta bahwa secara parsial terdapat pengaruh positif dan signifikan antara budaya organisasi terhadap *employee engagement* serta secara parsial pengaruh positif dan signifikan antara kepuasan kerja terhadap *employee engagement* serta pengaruh simultan antara budaya organisasi dan kepuasan kerja terhadap *employee engagement*.

Kata Kunci: *Budaya Organisasi, Kepuasan Kerja, Employee Engagement.*

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THE INFLUENCE OF ORGANIZATIONAL CULTURE AND JOB SATISFACTION ON EMPLOYEE ENGAGEMENT (STUDY AT PT. TAMAN WISATA CANDI BOROBUDUR, PRAMBANAN DAN RATU BOKO)

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Abstract

This research discusses the influence of organizational culture and job satisfaction on employee engagement among permanent employees at PT Taman Wisata Candi Borobudur, Prambanan and Ratu Boko. This research aims to determine the positive influence of organizational culture on employee engagement as well as the positive influence of job satisfaction on employee engagement. The research carried out was quantitative in nature with questionnaires as a data collection medium. Data collection was carried out on all permanent PKWTT employees within PT Taman Wisata Candi Borobudur, Prambanan and Ratu Boko. There were 169 questionnaires that could be collected again. The results of this research reveal the fact that there is a partial positive and significant influence between organizational culture on employee engagement and a partial positive and significant influence between job satisfaction on employee engagement and a simultaneous influence between organizational culture and job satisfaction on employee engagement.

Keywords: *Organizational Culture, Job Satisfaction, Employee Engagement*