

**PENGARUH BUDAYA KERJA DAN *EMPLOYEE ENGAGEMENT*  
TERHADAP KINERJA PADA PEGAWAI PT KERETA API INDONESIA  
(PERSERO) BANDUNG**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya kerja dan *employee engagement* terhadap kinerja pegawai. PT. Kereta Api Indonesia (Persero) Bandung. Responden dalam penelitian ini adalah Pegawai Generasi Z PT. Kereta Api Indonesia (Persero) Bandung berjumlah 119 orang. Metode penelitian ini menggunakan uji instrumen, uji asumsi klasik, uji hipotesis, dan analisis linear berganda. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan budaya kerja dan *employee engagement* terhadap kinerja pegawai PT. Kereta Api Indonesia (Persero) Bandung. Dapat disimpulkan bahwa budaya kerja dan *employee engagement* memiliki pengaruh terhadap kinerja pegawai.

**Kata Kunci:** *Budaya Kerja, Employee Engagement, Kinerja*

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***THE INFLUENCE OF WORK CULTURE AND EMPLOYEE  
ENGAGEMENT ON EMPLOYEE PERFORMANCE PT INDONESIAN  
TRAINS (PERSERO) BANDUNG***

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***Abstract***

*This research aims to determine and analyze the influence of work culture and employee engagement on employee performance. PT Kereta Api Indonesia (Persero) Bandung. The respondents in this research were Generation Z employees of PT Kereta Api Indonesia (Persero) Bandung, totaling 119 people. The research methods used are instrument testing, classical assumption testing, hypothesis testing, and multiple linear analysis. The research results show that there is a positive and significant influence of work culture and employee engagement on the performance of PT Kereta Api Indonesia (Persero) Bandung employees. It can be concluded that work culture and employee engagement have an influence on employee performance.*

***Keywords:*** *Work Culture, Employee Engagement, Performance*