

Analisis faktor-faktor yang mempengaruhi employee engagement di Badan Pengawas Obat dan Makanan = analysis of the caftor that affecting the employee engagement in the national agency of drug and food control

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Abstrak

Penelitian ini bertujuan untuk melihat pengaruh budaya organisasi, kepemimpinan, kompensasi dan lingkungan kerja terhadap employee engagement di Badan Pengawas Obat dan Makanan. Penelitian menggunakan pendekatan kuantitatif dengan instrumen pengumpul data berupa kuesioner. Pengolahan data menggunakan analisa regresi dengan hasil Adjusted R squared sebesar 0.656. yang menunjukkan bahwa faktor budaya organisasi, kepemimpinan, kompensasi dan lingkungan kerja baik sebagai individual factor maupun secara bersama-sama positif dan signifikan berpengaruh terhadap employee engagement. Nilai koefisien regresi juga menunjukkan bahwa budaya organisasi merupakan faktor yang memberi dampak paling besar terhadap employee engagement di Badan Pengawas Obat dan Makanan.

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This study aims to see the influence of organizational culture, leadership, compensation and work environment on employee engagement in the the National Agency of Drug and Food Control. The study using a quantitative approach to data collection instrument in the form of a questionnaire. The data process using regression analysis with the results for 0.656 Adjusted R squared. which indicates that the factors of organizational culture, leadership, compensation and good working environment as well as individual factors jointly gives significant and positive effect on employee engagement. Regression coefficient values also indicate that organizational culture is a factor that gives the greatest impact on employee engagement in the the National Agency of Drug and Food Control.