

Analisis pengaruh iklim kerja organisasi dan sistem karier terhadap dimensi employee engagement (studi kasus pada pelaksana kantor wilayah direktorat jenderal perbendaharaan) = Analysis of effect of organizational work climate and career system to dimension of employee engagement (case study on implementing for the staff of the regional office of directorate general of treasury)

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Abstrak

Penelitian ini bertujuan untuk mengetahui kondisi iklim kerja organisasi, sistem karier dan employee engagement pada pelaksana Kantor Wilayah Direktorat Jenderal Perbendaharaan. Selain itu, penelitian ini juga mencoba menganalisis pengaruh variabel iklim kerja organisasi dan sistem karier masing-masing terhadap dimensi employee engagement menurut Schaufeli and Bakker (2003), yaitu vigor, dedication dan absorption. Pengumpulan data dilakukan dengan menyebarkan kuesioner berdasarkan metode area / cluster sampling kepada pegawai pelaksana Kantor Wilayah Direktorat Jenderal Perbendaharaan, kemudian diolah dan dianalisa menggunakan bantuan program SPSS versi 18.0 dengan memakai metode descriptive statistics dan regresi linear untuk menjawab rumusan masalah yang ada.

Hasil penelitian ini mampu memberikan gambaran tentang kondisi iklim kerja organisasi, sistem karier dan employee engagement pada pelaksana Kantor Wilayah Direktorat Jenderal Perbendaharaan. Selain itu, hasil penelitian ini juga menunjukkan bahwa ternyata iklim kerja organisasi memiliki pengaruh yang signifikan terhadap dua dimensi employee engagement, yaitu vigor dan dedication, namun tidak berpengaruh signifikan terhadap absorption. Sedangkan sistem karier hanya memiliki pengaruh yang signifikan terhadap satu dimensi employee engagement, yaitu vigor dan tidak berpengaruh terhadap dimensi dedication dan absorption.

.....This study aims to determine the conditions of organizational work climate, career systems and employee engagement in practice for the staff of the Regional Office of Directorate General of Treasury. In addition, this study also attempt to analyze the influence of organizational work climate and career system to the dimensions of employee engagement by Schaufeli and Bakker (2003), namely vigor, dedication and absorption. Data was collected by distributing questionnaires based on the method area / cluster sampling to employees / staff at the Regional Office of Directorate General of Treasury, then processed and analyzed by using SPSS program (version 18.0) using descriptive statistics and linear regression formula to address existing problems.

The results of this study could provide a picture of the conditions of organizational work climate, career systems and employee engagement in practice for the staff of the Regional Office of Directorate General of Treasury. In addition, the results of this study also reveal that the organizational work climate has a significant effect on the two dimensions of employee engagement, the vigor and dedication, but no significant effect on the absorption. While the career system only has a significant effect on vigor and no significant effect on dedication and absorption.