

# Pengaruh pengaruh budaya organisasi dan komunikasi terhadap employee engagement di Kementerian Sekretariat Negara = The influence of organization culture and communication on employee engagement in the Ministry of State Secretariat of the Republic of Indonesia

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi dan komunikasi terhadap employee engagement di Kementerian Sekretariat Negara. Penelitian ini menggunakan kuesioner budaya organisasi Van den Berg dan Wilderom (2004), Communication Satisfaction Questionnaire (CSQ) (Clampitt dan Downs 1996) untuk mengukur komunikasi, dan employee engagement (Saks, 2006). Metode analisis data yang digunakan dalam penelitian adalah analisis deskriptif dan regresi berganda. Hasil penelitian dari 302 responden menunjukkan tingkat employee engagement pada Kementerian Sekretariat Negara pada kategori tinggi, termasuk pada dimensi job engagement dan organization engagement.

Hal ini berarti pegawai Kementerian Sekretariat Negara memiliki ikatan baik pada organisasi maupun pekerjaan mereka, merasa bangga pada organisasi, berdedikasi, serta tertarik untuk terlibat dalam kegiatan-kegiatan organisasi. Secara umum, budaya organisasi dan komunikasi berpengaruh terhadap employee engagement sebesar 38,6%. Secara lebih spesifik, improvement orientation (dimensi budaya) dan horizontal and informal communication (dimensi komunikasi) memiliki pengaruh signifikan terhadap job engagement. Dan dimensi komunikasi berupa supervisory communication, personal feedback dan horizontal and informal communication memiliki pengaruh signifikan terhadap organization engagement. employee Saran bagi organisasi adalah organisasi perlu memikirkan kembali bagaimana cara dan bentuk penghargaan yang akan diberikan kepada pegawai atas kinerja dan prestasinya.

.....This study aims to determine the influence of organizational culture and communication on employee engagement in the Ministry of State Secretariat. This study using Van den Berg and Wilderom questionnaire (2004), Communication Satisfaction Questionnaire (CSQ) (Clampitt and Downs (1996) to measure communication, and a questionnaire developed by Saks (2006) to measure employee engagement. Methods of data analysis that been used in this research is descriptive and multiple regression analysis. The results of the 302 respondents indicated the level of employee engagement at the Ministry of the Secretariat of State of the Republic of Indonesi in the high category, including the dimensions of job engagement and organization engagement.

This means that employees of the Ministry of State Secretariat of the Replib of Indonesia has engagement to both the organization and their work, proud of the organization, dedicated and keep to engage in the activities of the organization. In general, level of the organizational culture and communication influence on employee engagement at 38.6%. Specifically, improvement orientation (the organizational cultural dimension) and horizontal and informal communication (communication dimension) has a significant influence on job engagement. And dimensions of communication in the form of supervisory communication, personal feedback and horizontal and informal communication has a significant influence on the organization engagement. Future studies are recommended to investigate other factors that influence

employee engagement.