

**PENGARUH BUDAYA ORGANISASI DAN *EMPLOYEE ENGAGEMENT*
TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA
SEBAGAI VARIABEL *INTERVENING* PADA PT TELKOM INDONESIA
DI YOGYAKARTA**

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ABSTRAK

Judul penelitian ini adalah pengaruh budaya organisasi dan keterlibatan karyawan terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel *intervening* di PT Telkom Indonesia di Yogyakarta. Penelitian ini bertujuan untuk memahami pengaruh budaya organisasi terhadap kepuasan kerja dan kinerja karyawan, keterlibatan karyawan terhadap kepuasan kerja dan kinerja karyawan, kepuasan kerja terhadap kinerja karyawan, budaya organisasi dan keterlibatan karyawan terhadap kepuasan kerja dan kinerja karyawan, pengaruh mediasi kepuasan kerja dalam hubungan antara budaya organisasi dan kinerja karyawan dan keterlibatan karyawan terhadap kinerja karyawan. Populasi adalah 52 karyawan dan menggunakan *stratified randome sampling*. Metode pengumpulan data yang digunakan adalah survei dengan kuesioner. Analisis data menggunakan uji t, uji F, analisis regresi linier berganda dan analisis jalur.

Hasil penelitian menemukan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja dan kinerja karyawan, keterlibatan karyawan berpengaruh positif signifikan terhadap kepuasan kerja dan kinerja karyawan, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, budaya organisasi dan karyawan keterlibatan memiliki pengaruh positif dan signifikan terhadap kepuasan kerja kinerja karyawan, kepuasan kerja memediasi hubungan antara budaya organisasi dan kinerja karyawan, kepuasan kerja memediasi hubungan antara keterlibatan karyawan dan kinerja karyawan.

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

**THE IMPACT OF ORGANIZATIONAL CULTURE AND EMPLOYEE
ENGAGEMENT ON EMPLOYEE PERFORMANCE WITH JOB
SATISFACTION AS AN INTERVENING VARIABLE IN PT TELKOM
INDONESIA IN YOGYAKARTA**

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ABSTRACT

This research title was the influence of organizational culture (OC) and employee engagement (EE) toward employee performance (EP) with job satisfaction (JS) as an intervening variable in PT Telkom Indonesia in Yogyakarta. This study aimed to understand the influence of organizational culture toward job satisfaction and employee performance, employee engagement toward job satisfaction and employee performance, job satisfaction toward employee performance, organizational culture and employee engagement toward job satisfaction and employee performance, the mediation influence of job satisfaction in the relationship between organizational culture and employee performance and employee engagement toward employee performance. The population were 52 employees and used stratified random sampling. Data collection method used was survey with questionnaire. Data analysis used t test, F test, multiple linear regression analysis and path analysis.

The research results found that organizational culture have a positive and significant influence toward job satisfaction and employee performance, employee engagement have a significant positive effect on job satisfaction and employee performance, job satisfaction have a positive and significant effect on employee performance, organizational culture and employee engagement have a positive and significant influence on job satisfaction employee performance, job satisfaction mediate the relationship between organizational culture and employee performance, job satisfaction mediate the relationship between employee engagement and employee performance.

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