

## ABSTRAK

Mewujudkan sebuah negara yang bersih bebas dari korupsi menjadi cita-cita besar yang perlu diupayakan, salah satunya melalui peran Komisi Pemberantasan Korupsi (KPK). KPK harus didukung oleh Sumber Daya Manusia (SDM) yang berkomitmen dan berintegritas tinggi dalam menghadapi berbagai tantangan tugas dan fungsi pemberantasan korupsi. Agar pemberantasan korupsi berjalan optimal, pegawai KPK sebagai penyelenggara pendidikan, pencegahan dan penindakan korupsi, memerlukan hal-hal yang dapat memotivasi *employee engagement* dan *job satisfaction*, salah satunya melalui keselarasan nilai-nilai antara pegawai dengan KPK atau yang disebut dengan *value congruence*. Penelitian ini bertujuan untuk menganalisis pengaruh *value congruence* terhadap *job satisfaction* yang dimediasi oleh *employee engagement* dengan studi pada Komisi Pemberantasan Korupsi (KPK). Pengumpulan data dilakukan melalui survei secara *online* kepada para pegawai KPK yang memenuhi kriteria tertentu sebagai sampel. Tercatat sebanyak 150 responden telah ikut berpartisipasi dalam survei ini. Data yang terkumpul dianalisis menggunakan metode *Hierarchical Regressions* dan pengujian Sobel. Secara keseluruhan, hipotesis-hipotesis pada penelitian ini diterima. Hasil penelitian menunjukkan bahwa: (1) *Value congruence* berpengaruh positif signifikan terhadap *job satisfaction* pegawai KPK (2) *Value congruence* berpengaruh positif signifikan terhadap *employee engagement* pegawai KPK (3) *Employee engagement* memediasi secara parsial pengaruh positif *value congruence* terhadap *job satisfaction* pegawai KPK. Meningkatkan *value congruence* pegawai KPK melalui internalisasi dan penguatan nilai-nilai serta tujuan KPK dapat membantu pegawai KPK untuk lebih mendedikasikan dirinya pada pekerjaan serta meningkatkan kepuasan kerja.

Kata Kunci: *Value congruence, job satisfaction, employee engagement.*

## ABSTRACT

*Realizing a corruption-free country is a big goal that needs to be pursued, one of which is through the role of the Corruption Eradication Commission (Komisi Pemberantasan Korupsi, abbreviated as KPK). The KPK must be supported by Human Resources (HR) who are committed and have high integrity in facing various challenges in the task and function of eradicating corruption. In order for the eradication of corruption to run optimally, KPK employees as providers of education, prevention, and prosecution of corruption, need things that can motivate employee engagement and job satisfaction, one of which is through the alignment of values between employees and the KPK or what is called value congruence. This study aims to analyze the effect of value congruence on job satisfaction mediated by employee engagement at the Corruption Eradication Commission (KPK). Data were collected through an online survey of KPK employees who met certain criteria as a sample. 150 respondents participated in this survey. The collected data were analyzed using the Hierarchical Regressions method and the Sobel test. Overall, the hypotheses in this study are accepted. The results showed that: (1) Value congruence has a significant positive effect on the job satisfaction of KPK employees (2) Value congruence has a significant positive effect on employee engagement of KPK employees (3) Employee engagement mediates some of the positive effects of value congruence has a significant positive effect on job satisfaction of KPK employees. To conclude, increasing the value congruence of KPK employees through internalization and strengthening the values and objectives of the KPK can help KPK employees to dedicate themselves more to work and increase job satisfaction.*

*Keywords: Value congruence, job satisfaction, employee engagement.*