

## INTISARI

Penelitian ini bertujuan untuk menganalisis dimensi-dimensi budaya organisasional persepsian dan pengaruhnya terhadap *work engagement*. Pengukuran *work engagement* menggunakan kuesioner yang sudah terstandarisasi dari *Utrecht Work Engagement Scale (UWES-17)*, yang dikembangkan oleh Schaufeli dan Baker (2013), dan pengukuran dimensi-dimensi budaya organisasional persepsian menggunakan kuesioner budaya organisasi (model Denison) yang dikembangkan oleh Denison dan Misha (1995). Hipotesis dari penelitian adalah (1) dimensi budaya organisasional persepsian keterlibatan berpengaruh positif terhadap *work engagement* (2) dimensi budaya organisasional persepsian konsistensi berpengaruh positif terhadap *work engagement* (3) dimensi budaya organisasional persepsian kemampuan beradaptasi terhadap *work engagement* (4) dimensi budaya organisasional persepsian misi berpengaruh positif terhadap *work engagement*. Pengambilan sampel menggunakan metode *purposive sampling* kepada staff Rumah Sakit Omni Pulomas, yaitu karyawan yang memiliki masa kerja minimal 1 tahun dan karyawan tetap di Rumah Sakit Omni Pulomas. Responden penelitian ini berjumlah 73 orang. Pengujian pengaruh variabel berganda menggunakan metode regresi berganda. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara dimensi budaya keterlibatan dan dimensi budaya konsistensi terhadap *work engagement*. Namun dimensi budaya organisasional persepsian kemampuan beradaptasi dan misi tidak terbukti berpengaruh signifikan pada *work engagement*.

*Kata Kunci: dimensi budaya organisasional persepsian keterlibatan, konsistensi, kemampuan beradaptasi, misi, work engagement.*

## ABSTRACT

*This research aims to analyze perceptions on organizational culture and its impacts to work engagement. Work engagement was measured by using standardized questionnaire from Utrecht Work Engagement Scale (UWES-17) which was developed by Schaufeli and Baker (2003). Perceptions on organizational culture was measured by using a questionnaire organizational culture (Denison model) which was developed by Denison and Mishra (1995). The hypotheses of this research are: (1) the perceived involvement organizational culture dimension positively influences employees' working engagement; (2) the perceived consistency organizational culture dimension positively influences employees' working engagement; (3) the perceived adaptability organizational culture dimension positively influences employees' working engagement; and (4) the perceived mission organizational culture dimension positively influences employees' working engagement. The purposive sampling method was applied to the staff of Omni Pulomas Hospital. The criteria was employees who had worked at least for one year and permanent employee at Omni Pulomas Hospital. This research engaged 73 respondents. Multi-regression was used to test the correlations among variables. The result shows that involvement and consistency culture dimensions significantly affect positively towards work engagement. However, adaptability and mission culture dimensions did not make any significant effect towards work engagement.*

*Key word: perceived involvement organizational culture dimension, consistency, adaptability, mission, work engagement.*