

## ABSTRAK

Penelitian yang berjudul Pengaruh *Public Service Motivation* dan *Organization Citizenship Behavior* terhadap *Employee Engagement* pada Organisasi Publik ini bertujuan selain sebagai persyaratan mencapai derajat gelar magister, juga bertujuan untuk mengetahui gambaran *Public Service Motivation*, *Organization Citizenship Behavior*, *Employee Engagement* dalam organisasi pemerintahan, untuk mengetahui pengaruh *Public Service Motivation* terhadap *Employee Engagement* dalam organisasi pemerintahan, dan untuk mengetahui pengaruh *Organization Citizenship Behavior* terhadap *Employee Engagement* dalam organisasi pemerintahan.

Penelitian dilaksanakan di Direktorat Pembinaan Sekolah Menengah Atas, Direktorat Jenderal Pendidikan Dasar dan Menengah, Kementerian Pendidikan dan Kebudayaan dengan sampel sebanyak 145 orang pegawai.

Penelitian ini dilakukan dengan menggunakan analisis regresi linier berganda untuk mengukur pengaruh antara variabel X dengan variabel Y dalam penelitian ini diolah melalui program IBM SPSS 19. Analisis ini digunakan untuk mengetahui seberapa besar pengaruh variabel bebas yaitu *Public Service Motivation* (X1) dan *Organization Citizenship Behavior* (X2) terhadap variabel terikatnya yaitu *Employee Engagement* (Y) dengan hasil *Public Service Motivation* berpengaruh positif dan signifikan terhadap *Employee Engagement*, *Organization Citizenship Behavior* berpengaruh positif dan signifikan terhadap *Employee Engagement*, serta *Public Service Motivation* dan *Organization Citizenship Behavior* berpengaruh signifikan terhadap terhadap *Employee Engagement*.

*Kata kunci: public service motivation, organizational citizenship behavior, employee engagement in public organization.*

## **ABSTRACT**

*The research entitled *The Influence of Public Service Motivation and Organization Citizenship Behavior to Employee Engagement to Public Organization* is aimed beside as requirement of master degree degree, also aim to know description of public service motivation, Organization Citizenship Behavior, Employee Engagement in government organization, to know influence of public service motivation to employee engagement in government organization, and to know the influence of Organization Citizenship Behavior on employee engagement in government organization.*

*The study was conducted at the Directorate of High School Development, Directorate General of Primary and Secondary Education, Ministry of Education and Culture with a sample of 145 employees.*

*This research was conducted by using multiple linear regression analysis to measure the influence of variable X with variable Y in this research processed through IBM SPSS 19 program. This analysis is used to know how big influence of free variable that is Public Service Motivation (X1) and Organization Citizenship Behavior X2) to the dependent variable that is Employee Engagement (Y) with the result of Public Service Motivation have positive and significant influence to Employee Engagement, Organization Citizenship Behavior have positive and significant effect to Employee Engagement, and Public Service Motivation and Organization Citizenship Behavior significantly influence on Employee Engagement.*

*Keywords: public service motivation, organizational citizenship behavior, employee engagement in public organization.*