

ABSTRAK

PERAN BUDAYA ORGANISASI DAN MAKNA KARIR TERHADAP KETERIKATAN KERJA (Studi Pada Personil Polri di Polda Banten)

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Penelitian ini dilandaskan atas situasi organisasi Polri yang dituntut untuk dapat melayani masyarakat dengan baik dan juga dalam rangka memperoleh kepercayaan masyarakat. Tujuan penelitian ini untuk mengetahui pengaruh budaya organisasi dan makna karir terhadap keterikatan kerja. Jenis penelitian ini berbentuk deskriptif verifikatif, dengan jumlah sampel sebanyak 250 responden yang merupakan anggota Polda Banten di bagian Lalulintas, Reserse, Intelkam, Sabhara dan Propam. Hasil penelitian menunjukkan bahwa (1) Secara simultan budaya organisasi dan makna karir berpengaruh signifikan terhadap keterikatan kerja; (2) Secara parsial budaya organisasi berpengaruh signifikan terhadap keterikatan kerja; (3) Secara parsial makna karir berpengaruh signifikan terhadap keterikatan kerja. Hasil uji determinasi menunjukkan bahwa budaya organisasi dan makna karir berkontribusi sebesar 66% dalam menciptakan keterikatan kerja

Kata Kunci: Budaya organisasi, Makna karir, Keterikatan Kerja, Polda Banten

ABSTRACT

THE ROLE OF ORGANIZATIONAL CULTURE AND CAREER MEANING ON EMPLOYMENT ENGAGEMENT (Study on Police Personnel at Banten Regional Police)

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This research is based on the situation of the Indonesia National Police organization which is required to be able to serve the community well and also in order to gain public trust. The purpose of this study was to determine the effect of organizational culture and career meaning on work engagement. This type of research is in the form of descriptive verification, with a total sample of 250 respondents who are members of the Banten Regional Police in the traffic, detective, intelligence, sabhara and propam sections. The results showed that (1) simultaneously organizational culture and career meaning had a significant effect on work engagement; (2) Partially, organizational culture has a significant effect on work engagement; (3) Partially the meaning of career has a significant effect on work engagement. The deremination test results show that organizational culture and career meaning contribute 66% in creating work engagement.

Keywords: Organizational Culture, Career Meaning, Work Engagement, Banten Regional Police