

ABSTRACT

Anita (2022), The Influence of Organizational Culture and Employees' Engagement on Employees' Performance at PT. Pos Indonesia (Persero) Baturaja Branch. Under the guidance of **Dr. Yunita Sari, S.E., M.Si. and RR. Dimas Veronica Priharti, S.E., M.M.** This thesis discusses the Influence of Organizational Culture and Employees' Engagement on Employees' Performance of PT. Pos Indonesia (Persero) Baturaja Branch. The population in this study were 30 employees of PT. Pos Indonesia (Persero) Baturaja Branch. The analytical method used is quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain that the t-count for each variable of Organizational Culture (X_1) is 4.458 and Employees' Engagement (X_2) is 3.622, which is greater than the t-table value of 2.052 which states that all variables have a significant influence on Employees' Performance at PT. Pos Indonesia (Persero) Baturaja Branch. The calculated F value of 91.749 is greater than the F table of 3.35 which states that together Organizational Culture and Employees' Engagement have a significant influence on Employees' Performance at PT. Pos Indonesia (Persero) Baturaja Branch. The value of the coefficient of determination (R Square) of 0.872 means that in this case the contribution of the influence of Organizational Culture and Employee Engagement on Employees' Performance is 87.2%, while the remaining 12.8% is influenced by other variables outside of the variables included in the model. This study, namely work motivation, responsibility, work discipline and incentives (Sedarmayanti, 2017: 228).

Keywords: Organizational Culture, Employees' Engagement and Employees' Performance.

ABSTRAK

Anita (2022), Pengaruh Budaya Organisasi dan *Employee Engagement* Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Dibawah bimbingan **Dr. Yunita Sari, S.E., M.Si. dan RR. Dimas Veronica Priharti, S.E., M.M.** Skripsi ini membahas tentang Pengaruh Budaya Organisasi dan *Employee Engagement* Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Populasi dalam penelitian ini adalah 30 orang karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Budaya Organisasi (X_1) sebesar 4,458 dan *Employee Engagement* (X_2) sebesar 3,622 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,052 menyatakan seluruh variabel berpengaruh signifikan terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Nilai F hitung sebesar 91,749 lebih besar dari F tabel sebesar 3,35 menyatakan bahwa secara bersama-sama Budaya Organisasi dan *Employee Engagement* berpengaruh signifikan Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Baturaja. Nilai koefisien determinasi (*R Square*) sebesar 0,872 artinya dalam hal ini sumbangan pengaruh Budaya Organisasi dan *Employee Engagement* Terhadap Kinerja Karyawan sebesar 87,2%, sedangkan sisanya 12,8% dipengaruhi oleh variabel lainnya di luar variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu motivasi kerja, tanggung jawab, disiplin kerja dan insentif (Sedarmayanti, 2017: 228).

Kata Kunci : Budaya Organisasi, Keterikatan Karyawan dan Kinerja Karyawan.