

ABSTRAK

Penelitian ini bertujuan untuk mengetahui : 1) Pengaruh *work family conflict* terhadap *employee engagement*; 2) Pengaruh budaya organisasi terhadap *employee engagement*; 3) Pengaruh *work family conflict* dan budaya organisasi terhadap *employee engagement*. Sampel penelitian sebanyak 155 Aparatur Sipil Negara di Perwakilan Kantor X Daerah Istimewa Yogyakarta dengan karakteristik menikah, memiliki anak dan memiliki masa kerja minimal 1 tahun. Alat ukur yang digunakan adalah *Utrecht Work Engagement Scale (UWES) – 9*, *Work Family Conflict Scale (WFCS)* dan *Denison Organizational Culture Survey (DOCS)*. Analisis data dilakukan menggunakan regresi linier. Hasil penelitian menunjukkan bahwa 1) ada pengaruh negatif *work family conflict* terhadap *employee engagement* ($B = -0,175$, $p = 0,010$), 2) ada pengaruh positif budaya organisasi terhadap *employee engagement* ($B = 0,154$, $p = 0,001$), 3) ada pengaruh *work family conflict* dan budaya organisasi terhadap *employee engagement* ($F = 11,618$ $p = 0,001$). Sumbangan efektif dari *work family conflict* dan budaya organisasi terhadap *employee engagement* adalah 12,2%, artinya sebesar 12,2% *employee engagement* dipengaruhi oleh *work family conflict* dan budaya organisasi sedangkan sisanya sebesar 87,8% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: *employee engagement, work family conflict, budaya organisasi*

ABSTRACT

This research was to find out: 1) The effects of work-family conflicts on employee engagement, 2) The effects of organizational culture on employee engagement, and 3) The effects of work-family conflict and organizational culture on employee engagement. The research samples were 155 married civil servants with children, and a minimum working period of 1 year in a Representative Office X in the Special Region of Yogyakarta. The instruments used were the Utrecht Work Engagement Scale (UWES) - 9, the Work Family Conflict Scale (WFCS), and the Denison Organizational Culture Survey (DOCS). Data were analyzed using the linear regression analysis. The results showed that 1) there was a negative effect of work-family conflicts on the employee engagement ($B = -0.175$, $p = 0.010$), 2) there was a positive effect of organizational culture on the employee engagement ($B = 0.154$, $p = 0.001$), and 3) there was an effect of work-family conflicts and organizational culture on the employee engagement ($F = 11.618$, $p = 0.001$). The effective contribution of work-family conflicts and organizational culture to the employee engagement was 12.2%, meaning that 12.2% of the employee engagement was influenced by work-family conflicts and organizational culture, while the remaining 87.8% was influenced by other factors not examined in this research.

Keywords: employee engagement, work-family conflict, organizational culture