

ABSTRAK

Employee engagement dapat terjadi karena beberapa faktor, salah satunya adalah persepsi terhadap iklim organisasi. Penelitian ini bertujuan untuk mengetahui hubungan persepsi iklim organisasi dengan *employee engagement* pada PT. X. Hipotesis yang diajukan adalah terdapat hubungan positif antara persepsi iklim organisasi dengan *employee engagement* pada PT. X. Partisipan terdiri dari 145 subjek dengan karakteristik karyawan aktif di PT. X dan telah bekerja minimal 3 bulan. Pengambilan sampel menggunakan teknik *purposive sampling* dengan data yang dikumpulkan menggunakan skala *employee engagement* dan skala persepsi iklim organisasi. Berdasarkan hasil analisis data diperoleh koefisien korelasi (B) sebesar 0,010 ($p=0,00$), sehingga hipotesis dalam penelitian ini dapat diterima. Sumbangan efektif persepsi iklim organisasi terhadap *employee engagement* sebesar 47,3% dan 52,7% dipengaruhi oleh beberapa faktor yang tidak diteliti.

Kata kunci : *Employee Engagement*, Persepsi Iklim Organisasi, Karyawan

ABSTRACT

Employee engagement can occur due to several factors, one of which is perception of the organizational climate. This research aims to determine the relationship between perceptions of organizational climate and employee engagement at PT. The hypothesis proposed is that there is a positive relationship between perceptions of organizational climate and employee engagement at PT. X. Participants consisted of 145 subjects with the characteristics of active employees at PT. X and has worked for at least 3 months. Subjects were taken using a purposive sampling technique with data collected using an employee engagement scale and an organizational climate perception scale. Based on the results of data analysis, a correlation coefficient (B) of 0.010 ($p=0.00$) was obtained, so the hypothesis in this research can be accepted. The effective contribution of perceived organizational climate to employee engagement was 47.3% and 52.7%, influenced by several factors that were not researched.

Keyword : Employee Engagement, Perception of Organizational Climate, Employees