

ABSTRAK

PENGARUH BUDAYA ORGANISASI DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA KARYAWAN PT BANK PEMBANGUNAN DAERAH LAMPUNG

Oleh :
Nafa Indah Sindiantika

Penelitian ini bertujuan untuk mengetahui pengaruh budaya organisasi (X1), *Employee engagement* (X2) terhadap kinerja (Y) pada karyawan PT. Bank Pembangunan Daerah Lampung. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Sampel penelitian berjumlah 69 responden karyawan PT. Bank Lampung. Hasil penelitian menunjukkan terdapat pengaruh secara parsial maupun simultan budaya organisasi dan *employee engagement* terhadap kinerja karyawan PT Bank Lampung. besarnya hasil, *employee engagement* menunjukkan pengaruh yang lebih besar terhadap kinerja karyawan, sehingga perlu adanya penguatan dlm budaya organisasi yang dapat mendorong orientasi tim dan keterlibatan karyawan untuk berkinerja lebih baik.

**Kata Kunci : Budaya Organisasi, Employee Engagement,
Kinerja Karyawan, Bank Lampung**

ABSTRACT

THE INFLUENCE OF ORGANIZATIONAL CULTURE AND EMPLOYEE ENGAGEMENT ON PT EMPLOYEE PERFORMANCE AT THE LAMPUNG REGIONAL DEVELOPMENT BANK

**By :
Nafa Indah Sindiantika**

This study aims to determine the effect of organizational culture (X1), employee engagement (X2) on performance (Y) on employees of PT Lampung Regional Development Bank. This research uses a quantitative approach with explanatory research type. The research sample amounted to 69 respondents of PT Bank Lampung employees. The results showed that there was a partial or simultaneous influence of organizational culture and employee engagement on the performance of PT Bank Lampung employees. the magnitude of the results, employee engagement shows a greater influence on employee performance, so it is necessary to strengthen the organizational culture that can encourage team orientation and employee engagement to perform better.

Keywords: Organizational Culture, Employee Engagement, Employee Performance, Bank Lampung