

ABSTRACT

Employee engagement and organizational culture is considered as an important issue for companies in the world. Companies that focus on employee engagement can outperform its competitors through some business outcomes. One of the factors that can increase employee engagement is the culture of the organization so that it can be said that the culture of the organization support the increased employee engagement in efforts to achieve the goals of the institution. Telkom University itself is the result of a merger of four institutions under the auspices of the Telkom Foundation. The merger led to the emergence of a new culture that must be applied. This research was conducted to determine the influence of organizational culture on employee engagement in FEB and FKB Telkom University.

The method used is quantitative descriptive research causal. The data collection is done by distributing questionnaires to 37 lecturers in FEB and FKB Telkom University, the technique used is insidental. Data collected will be tested for normality, descriptive, simple linear regression analysis, partial hypothesis test and coefficient of determination.

Descriptive results showed that organizational culture and employee engagement in FEB and FKB Telkom University are in the strong category. Based on the test results showed that organizational culture influence on employee engagement in FEB and FKB Telkom University. Based on the results of this study concluded that organizational culture influence on employee engagement in FEB and FKB Telkom University 43.1%, while 56.9% are influenced by other factors not examined in this study.

Key words: Organizational Culture, Employee Engagement