

ABSTRACT

Currently the number of maternal and child health problems is still quite high. A high rate of maternal and child health issues in Indonesia make the needs to increase the role of Civil Society Organization (CSO) as non-governmental organizations in providing more benefits to the communities. In this case, the CSO is not direct required to be able to improve organizational performance through innovative programs that can contribute to the completion maternal and child health problems. Organizational performance will greatly depend on the performance of employees as the prime mover of the organization. Therefore, efforts to improve employee performance will be indispensable in improving CSO role in society.

This study aimed to obtain related to organizational culture, employee engagement and work performance in the PKBI Head Quarter (HQ). In addition, this study also seek significant variables that can affect the performance of employees, so that they can provide vital information in developing strategies in organizations improve work performance in the PKBI HQ.

The method used in this research is quantitative research methods causality approach using multiple regression analysis. The variables involved in this study are organization culture, employee engagement, and work performance. Data were obtained through a questionnaire which was then analyzed to get an idea more specific and in-depth.

Results from this study showed that to improve work performance in the PKBI HQ, employee engagement variables have a positive and significant impact on work performance improvement, but the organizational culture does not significantly influence work performance improvement in PKBI HQ.

Keywords: Organizational Culture, Employee Engagement and Work Performance