

ABSTRACT

This study aims to find out how the organizational culture that consist of involvement, consistency, adaptability and mission, how employee engagement, how to influence of organizational culture that consists of several factors that have been mentioned above simultaneously on the employee engagement and how the influence of organizational culture that consists of several factors that have been mentioned above partially on the employee engagement in Kantor Wilayah PT Perusahaan Listrik Negara (Persero) Kalimantan Barat.

Data analysis techniques in this study using path analysis with SPSS for Windows version 23. The unit of analysis in this study was a sample of 152 employees in is a total sampling of 152 employees in Kantor Wilayah PT Perusahaan Listrik Negara (Persero) Kalimantan Barat. Data were collected using a questionnaire containing 77 items related statements of organizational culture and employee engagement.

Descriptive analysis show that the presentage value of organizational culture factors as a whole amounted 62,14% categorized as week, where the value of the involvement 61,86%, consistency 61,98%, adaptability 67,74% and mission 61,80%. Variable employee engagement is also week at 75,77%. The results of path analysis shows that a partial involvement have significant influence amounted 10,1%, consistency have significant influence amounted 25%, adaptability have significant influence amounted 17,6% and mission have significant influence amounted 16,5%. Simultaneously with organizational culture of the previously mentioned for variabel significantly influence the employee engagement in Kantor Wilayah PT Perusahaan Listrik Negara (Persero) Kalimantan Barat by 69,2%.

Keywords: *organizational culture, involvement, consistency, adaptability, mission employee engagement*