

ABSTRACT

This research refers to the phenomenon that occurs based on direct observations made at PT Telkom Datel Bajar, the lack of employee enthusiasm in carrying out a job, the lack of communication between employees, and the lack of a level of discipline in carrying out work so that it raises the thought of whether the AKHLAK organizational culture has been implemented properly or not so it is necessary to measure the organizational culture against the value of employee engagement. The purpose of this study was to determine how much influence the AKHLAK Organizational Culture has on the value of employee engagement of PT Telkom Datel Banjar. This research uses quantitative methods with descriptive analysis types. Sampling in this study was due to only 52 people, so the entire population was sampled. This research applies the Smart-PLS 4 system to perform data processing. Based on the results of the AKHLAK organizational culture research, it only provides some significant influence on the value of employee engagement, namely Vigor and Dedication.

Keywords: Employee Engagement, Organizational Culture ,Work Ethic