

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Budaya Organisasi, ketidakamanan Kerja, Komitmen Organisasi, Kebermaknaan Psikologis Terhadap Keterlibatan Kerja di Lembaga Kesejahteraan Sosial (LKS) Kabupaten Aceh Tengah, Takengon dan Gayo Lues. Penelitian dilakukan melalui penyebaran kuesioner, dan populasi penelitian ini adalah pengasuh di Lembaga Kesejahteraan Sosial (LKS) Kabupaten Aceh Tengah, Takengon dan Gayo Lues. Itu dilakukan kepada 50 responden dengan menggunakan pendekatan deskriptif kuantitatif. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS 3.0. Hasil penelitian ini adalah budaya organisasi, makna psikologis, komitmen organisasi berpengaruh positif signifikan terhadap keterlibatan kerja, dan hanya ketidakamanan kerja yang berpengaruh negatif signifikan terhadap keterlibatan kerja

**Kata Kunci:** *Organizational Culture, Job Insecurity, Commitment Organizational, Psychological Meaningfulness, Work Engagement.*

### ABSTRACT

*This study aims to examine and analyze the influence of Organizational Culture, Job Insecurity, Organizational Commitment, Psychological Meaningfulness Towards Work Engagement in Social Welfare Institutions (LKS) of Central Aceh District, Takengon and Gayo Lues. The research is done through the distribution of questionnaires, and the population of this research is consisted of the employees in the Central Aceh Regency Social Welfare Institution (LKS), Takengon and Gayo Lues. That was done to 50 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools 3.0. The results of this study are that organizational culture, Psychological meaningfulness, Organizational commitment has a significant positive effect on work engagement, and only Job Insecurity has a significant negative effect on work engagement.*

**Keywords:** *Organizational Culture, Job Insecurity, Commitment Organizational, Psychological Meaningfulness, Work Engagement.*