

## **ABSTRACT**

*The dominance of the number of generation Y slowly but surely changing the face of the corporation in Indonesia. The purpose of this research is to investigate the influence of workplace spirituality and organizational culture on employee engagement Generation Y PT. Krama Yudha Tiga Berlian Motors. Sampling method used was sampling incidental to the generation Y employees as many as 164 people from a total population of 379 people. Data collection using a questionnaire with Likert scale. Multiple linear regression analysis method used to answer the hypothesis with SPSS ver. 20.*

*The results of this study showed that the variables of workplace spirituality and organizational culture simultaneously have a positive and significant effect on the variable employee engagement. The strongest correlation is between the dimensions meaningful work found in workplace spirituality variable and the dimensions of vigor found in employee engagement variable. Conducive working atmosphere and the implementation of organizational culture in the company will increase the level of employee engagement. Employee engagement is a very important contributor to the success of a company.*

*Key words: workplace spirituality, organizational culture, employee engagement*



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## ABSTRAK

Dominasi jumlah generasi Y pelan namun pasti mengubah wajah korporasi di Indonesia. Tujuan penelitian adalah untuk mengetahui pengaruh variabel *workplace spirituality* dan *organizational culture* terhadap *employee engagement* generasi Y di PT. Krama Yudha Tiga Berlian Motors. Metode pengambilan sample adalah *sampling insidental* yang dilakukan kepada karyawan generasi Y sebanyak 164 orang dari total populasi 379 orang. Pengumpulan data menggunakan kuesioner dengan skala likert. Metode analisa regresi linier berganda digunakan untuk menjawab hipotesis dengan bantuan *software SPSS ver. 20*.

Hasil dari penelitian ini menunjukkan bahwa variabel *workplace spirituality* dan *organizational culture* secara simultan mempunyai pengaruh yang positif dan signifikan terhadap variabel *employee engagement*. Korelasi terkuat adalah antara dimensi *meaningfull work* pada variabel *workplace spirituality* dan dimensi *vigor* pada variabel *employee engagement*. Suasana kerja yang kondusif serta penerapan *organizational culture* di perusahaan akan meningkatkan level *engagement* karyawan. *Employee engagement* merupakan kontributor yang sangat penting dari keberhasilan suatu perusahaan.

Kata Kunci: *Workplace spirituality, organizational culture, employee engagement*

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