

ABSTRACT

This study aims to examine and analyze the effect of leadership and organizational culture on job satisfaction and employee engagement in the Pertamedika Sentul City Hospital Bogor. The research data is primary data and secondary data for the observation period in 2015. The technique of collecting data through observation, the initial surveys, and questionnaires. The sampling method is incidental sampling. From a population of 85 respondents who meet the criteria to be sampled, with the formula slovin obtained 76 respondents. The analytical method used in this study using multiple linear regression and determination. Description of Research Variables include the validity and reliability as well as test the classical assumption of normality test, multicollinearity, heteroscedasticity test, and the linearity test. F test was also conducted, t test, correlation matrix between dimensions as well as the discussion of research results. The results showed leadership, organizational culture, job satisfaction (simultaneously) significantly influence employee engagement in. Pertamedika Sentul City Hospital. Partially leadership and organizational culture have a significant effect on employee engagement through an variable job satisfaction. While direct both the variable is not no significant effect on employee engagement.

Keywords: leadership, organizational culture, job satisfaction employee engagement

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan dan budaya organisasi terhadap kepuasan kerja dan *employee engagement* di RS. Pertamedika Sentul City Bogor. Data penelitian adalah data primer dan data sekunder untuk periode observasi tahun 2015. Teknik pengumpulan data melalui observasi, survei awal, dan penyebaran kuesioner. Metode sampling yang digunakan adalah sampling insidental. Dari populasi 85 responden yang memenuhi kriteria menjadi sampel, dengan rumus slovin didapatkan 76 responden. Metode analisis yang digunakan pada penelitian ini menggunakan regresi linier berganda dan determinasi. Deskripsi Variabel Penelitian meliputi uji validitas dan reliabilitas serta uji asumsi klasik yaitu uji normalitas, uji multikolinearitas, uji heteroskedastisitas, dan uji linearitas. Dilakukan juga uji F, uji t, matriks korelasi antar dimensi serta pembahasan hasil penelitian. Hasil penelitian menunjukkan kepemimpinan, budaya organisasi, kepuasan kerja (simultan) berpengaruh secara signifikan terhadap *employee engagement* di RS. Pertamedika Sentul City. Secara parsial kepemimpinan dan budaya organisasi berpengaruh signifikan terhadap *employee engagement* melalui variabel kepuasan kerja. Sedangkan secara langsung kedua variabel tersebut tidak memiliki pengaruh signifikan terhadap *employee engagement*.

Kata Kunci: kepemimpinan, budaya organisasi, kepuasan kerja *employee engagement*