

ABSTRAK

Keterlibatan karyawan dalam sebuah organisasi dapat berubah dari waktu ke waktu. Dalam suatu organisasi diperlukan adanya keterikatan (*engagement*) yang menjadi potensi yang nyata (*real*) secara fisik dan non fisik dalam mewujudkan ekstensi organisasi. Tujuan Penelitian ini menganalisis pengaruh kepemimpinan transformasional, budaya organisasi terhadap *employee engagement* dengan kepuasan kerja sebagai variabel intervening . Penelitian ini menggunakan pendekatan kuantitatif dan pemanfaatan aplikasi Smart-PLS dengan metode pengumpulan data melalui kuesioner yang diisi oleh 67 pegawai Kantor Pertanahan Mimika melalui *Google Form*. Studi ini menunjukkan bahwa kepemimpinan transformasional berpengaruh signifikan terhadap kepuasan kerja, namun kepemimpinan transformasional tidak berpengaruh signifikan terhadap *employee engagement*, budaya organisasi berpengaruh signifikan terhadapkepuasan kerja, budaya organisasi berpengaruh signifikan terhadap *employee engagement*, kepuasan kerja berpengaruh signifikan terhadap *employee engagement*, selanjutnya kepemimpinan transformasional mampu memediasi *employee engagement* terhadap kepuasan kerja dan diketahui bahwa kepuasan kerja tidak mampu memediasi budaya organisasi terhadap *employee engagement*.

Kata Kunci : Kepemimpinan Transformasional, Budaya Organisasi, Employee Engagement, dan Kepuasan Kerja

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ABSTRACT

Employee engagement in an organization can change from time to time. In an organization, there is a need for engagement which is a real potential physically and non-physically in realizing organizational extensions. Objectives This study analyzes the influence of transformational leadership, organizational culture on employee engagement with job satisfaction as an intervening variable. This study used a quantitative approach and the use of the Smart-PLS application with a data collection method through a questionnaire filled out by 67 Mimika Land Office employees through Google Form. This study shows that transformational leadership has a significant effect on job satisfaction, but transformational leadership does not have a significant effect on employee engagement, organizational culture has a significant effect on job satisfaction, organizational culture has a significant effect on employee engagement, job satisfaction has a significant effect on employee engagement, Furthermore, transformational leadership is able to mediate employee engagement to job satisfaction and it is known that job satisfaction is not able to mediate organizational culture towards employee engagement.

Keywords : Transformational Leadership, Organizational Culture, Employee Engagement, and Job Satisfaction

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