

Influence of Organizational Climate on Work Engagement and Organizational Engagement at The Employees of PT. X in Jakarta

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Abstract

The purpose of this study was to determine the effect of organizational climate on work engagement and organizational engagement on employees of PT. X in Jakarta. Organizational climate is a perception of how things are in the organizational environment, which is composed of a variety of elements or dimensions. Organizational climate has 9 dimensions, namely structure, responsibility, reward, risk, warmth, support, standards, conflict, identity. Work engagement, as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption. Organizational engagement as the sense of personal attachment to the company itself, independent of the individual's professional role within the organization.

There are 239 people as a sample in this research, who are permanent employees of PT. X. The sampling technique used by researchers is a non probability sampling technique. The data have been obtained were processed using SPSS to obtain descriptive data calculations, and regression. From the data, it can be concluded that the three variables of the study, organizational climate in PT. X is quite fun, work engagement and organizational engagement is high. In addition, work engagement and organizational engagement employees of PT.X can be influenced by organizational climate.

Keywords: Organizational Climate, Work Engagement, Organizational Engagement.