

ABSTRAK

Gloryn, Vierina. 2025. Pengaruh Budaya Organisasi Terhadap *Employee Engagement* dalam Organisasi Mahasiswa. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Tujuan penelitian ini adalah menguji pengaruh secara simultan dan parsial antara budaya organisasi dan setiap jenisnya terhadap *employee engagement* pada organisasi mahasiswa. Penelitian ini memiliki satu hipotesis mayor dan empat hipotesis minor. Hipotesis mayor penelitian ini adalah adanya pengaruh simultan antara keempat budaya organisasi terhadap *employee engagement* pada organisasi mahasiswa. Hipotesis minor pertama adalah adanya pengaruh positif antara budaya klan dan *employee engagement* pada organisasi mahasiswa. Hipotesis minor kedua adalah adanya pengaruh positif antara budaya adhokrasi dan *employee engagement* pada organisasi mahasiswa. Hipotesis minor ketiga adalah adanya pengaruh negatif antara budaya pasar dan *employee engagement* pada organisasi mahasiswa. Hipotesis minor keempat adalah adanya pengaruh negatif antara budaya hirarki dan *employee engagement* pada organisasi mahasiswa. Subjek penelitian ini berjumlah 252 orang yang merupakan pengurus dan anggota organisasi mahasiswa. *Employee Engagement* diukur menggunakan modifikasi dari skala *Employee Engagement Scale* oleh Shuck et al. (2017) yang telah diterjemahkan ke dalam bahasa Indonesia oleh Astari et al. (2022). Budaya organisasi diukur menggunakan adaptasi skala *Organizational Culture Assessment Instrument* oleh Cameron dan Quinn (2011). Pengujian hipotesis dilakukan dengan menggunakan uji regresi linear berganda. Hasil pengujian menunjukkan bahwa tidak ada pengaruh signifikan antara budaya organisasi terhadap *employee engagement* secara simultan pada organisasi mahasiswa ($F 2.37 > 1.408$), tidak terdapat pengaruh yang signifikan antara budaya klan terhadap *employee engagement* pada organisasi mahasiswa ($t .223 > .05$), tidak terdapat pengaruh yang signifikan antara budaya adhokrasi terhadap *employee engagement* pada organisasi mahasiswa ($t .090 > .05$), tidak terdapat pengaruh yang signifikan antara budaya pasar dan *employee engagement* pada organisasi mahasiswa ($t .243 > .05$), dan tidak terdapat pengaruh yang signifikan antara budaya hirarki dan *employee engagement* pada organisasi mahasiswa ($t .842 > .05$).

Kata Kunci: *Employee Engagement*, Budaya Organisasi

ABSTRACT

Gloryn, Vierina. 2025. The Influence of Organizational Culture on Employee Engagement in

Student Organizations. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata

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The purpose of this research is to examine the simultaneous and partial influence of organizational culture and its each types on employee engagement in student organizations. This study has one major hypothesis and four minor hypotheses. The major hypothesis of this study is that there is a simultaneous influence between the four organizational cultures on employee engagement in student organizations. The first minor hypothesis is that there is a positive influence between clan culture and employee engagement in student organizations. The second minor hypothesis is the positive influence between adhocracy culture and employee engagement in student organizations. The third minor hypothesis is the negative influence between market culture and employee engagement in student organizations. The fourth minor hypothesis is the negative influence between hierarchy culture and employee engagement in student organizations. The subjects of this study are 252 students who are administrators and members of student organizations. Employee Engagement was measured using modifications from the Employee Engagement Scale constructed by Shuck et al. (2017) and translated to Indonesian by Astari et al. (2022). Organizational culture was measured using the adaption of Organizational Culture Assessment Instrument by Cameron and Quinn (2011). Hypothesis testing was carried out using multiple linear regression tests. The test results showed that there was no significant influence between organizational culture on employee engagement simultaneously in student organizations ($F 2.37 > 1.408$), there was no significant influence between clan culture on employee engagement in student organizations ($t .223 > .05$), there was no significant influence between adhocracy culture on employee engagement in student organizations ($t .090 > .05$), there was no significant influence between market culture and employee engagement in student organizations ($t .243 > .05$), and there was no significant influence between hierarchy culture and employee engagement in student organizations ($t .842 > .05$).

Keywords: Employee Engagement, Organizational Culture