

## ABSTRAK

Retno Nendi Pratamaningrum (0901827). *Hubungan antara Persepsi Budaya Organisasi dan Kepuasan Kerja dengan Keterikatan Kerja pada Karyawan PT. Studio Cilaki Empat Lima*. Skripsi. Jurusan Psikologi Fakultas Ilmu Pendidikan Universitas Pendidikan Indonesia, Bandung (2014).

Penelitian ini bertujuan untuk mengetahui gambaran umum persepsi budaya organisasi, gambaran umum kepuasan kerja, gambaran umum keterikatan kerja dan hubungan antara persepsi budaya organisasi dan kepuasan kerja dengan keterikatan kerja. Subjek dalam penelitian adalah 78 karyawan PT. Studio Cilaki Empat Lima yang diambil dengan teknik *simple random sampling*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif dan teknik penelitian korelasional. Hasil penelitian menunjukkan gambaran persepsi budaya organisasi secara umum berkategori sedang, gambaran kepuasan kerja secara umum berkategori sedang, gambaran keterikatan kerja secara umum berkategori sedang dan terdapat hubungan yang rendah ( $r=0,267$  sig.  $0,018 < 0,05$ ) antara persepsi budaya organisasi dengan keterikatan kerja. Hasil penelitian ini juga menunjukkan terdapat hubungan yang rendah ( $r=0,333$  sig.  $0,003 < 0,05$ ) antara kepuasan kerja dengan keterikatan kerja. Persepsi budaya organisasi memberikan kontribusi sebesar 7,13% dan kepuasan kerja memberikan kontribusi sebesar 11,09% terhadap keterikatan kerja. Ini menunjukkan bahwa persepsi budaya organisasi dan kepuasan kerja bukan satu-satunya faktor yang mempengaruhi keterikatan kerja. Diharapkan PT. Studio Cilaki Empat Lima dapat memperhatikan faktor-faktor keterikatan kerja pada karyawan guna meningkatkan pencapaian yang dihasilkan karyawan untuk perusahaan.

**Kata kunci:** persepsi budaya organisasi, kepuasan kerja, keterikatan kerja

## ABSTRACT

**Pratamaningrum, Retno Nendi (0901827). The Relationship between A Perception of Organizational Culture and A Job Satisfaction With The Work Engagement on The Employees of PT. Studio Cilaki Empat Lima . S1** Research Paper, Department of Psychology, Faculty of Education, Indonesia University of Education, Bandung (2014).

This research was aimed at describing general description a perception of organizational culture, general description of the job satisfaction, general description of the work engagement and the relation between a perception of organizational culture and the work engagement. The subject of this research was 78 employees at PT. Studio Cilaki Empat Lima which was collected by using simple random sampling technique. This research employed quantitative approach by using descriptive method and correlational research technique. The findings of the research indicated that the description a perception of the organizational culture was categorized into medium group, the description of the job satisfaction and the work engagement were also categorized into medium group and there was a relation ( $r=0,267$  sig.  $0,018 < 0,05$ ) between a perception of organizational culture and work engagement. The findings showed that there was a relation ( $r=0,333$  sig.  $0,003 < 0,05$ ) between the job satisfaction and the work engagement. This result indicates that a perception of organizational culture and the job satisfaction are not the only factor of work engagement. The perception of organizational culture contributed 7.13% to the work engagement, as well as the job satisfaction which accounted for 11.09% to the work engagement. The company was expected to consider the factors of the work engagement towards the employees in order to improve the employees' achievement for the company.

**key words** : perception of organizational culture, job satisfaction, work engagement