

ABSTRAK

Tujuan dari penelitian ini adalah untuk melakukan pengujian pengaruh positif atas budaya organisasi, kepuasan kerja, dan pelatihan kerja terhadap *employee engagement* pada Bank AAA. Metode survei yang dilakukan dalam penelitian menggunakan kuesioner online dimana penelitian ini menyasar sampel berupa karyawan Bank AAA sebanyak 403 responden. Analisis data menggunakan pendekatan PLS-SEM dengan bantuan program Smart PLS 3.0. Hasil dari penelitian didapati bahwa budaya organisasi, kepuasan kerja, dan pelatihan kerja berpengaruh positif terhadap *employee engagement* karyawan Bank AAA.

Kata kunci: budaya organisasi, kepuasan kerja, pelatihan kerja, *employee engagement*



ABSTRACT

The goal of this research is to test the positive impact of organization culture, job satisfaction, and job training to employee engagement of Bank AAA. The survey method used in this research is by online questionnaire where this research took sample from 403 employees of Bank AAA. PLS-SEM approach is used to do data analysis with Smart PLS 3.0 program. The result explained that organization culture, job satisfaction, and job training positively affecting the employee engagement of Bank AAA.

Keywords: organization culture, job satisfaction, job training, employee engagement

