

The affects of Organizational climate and Leadership on Work engagement

(A case study on PT X Jakarta)

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Abstract

This research is about work engagement as dependent variable with organizationa climate and leadership as independent variables. Work engament defined as the level of involvement of employee indicated by his/her vigor, dedication and absorption in the work. Organization climate defined as the employee's perception upon the work climate within the organizationthat can affect their work behavior, while leadership is defined as theinfluencing relationship that can affect the achievement of the organizational goals.

In this research, the data–based upon 75 participant (27.3% out of 275)–was processed and analyzed through multiple regression method, resulting $F=6,624$ and $\text{sig}=0,002$, which meant that the independent variables (organization climate and leadership) had signicantly affected the dependent variable (work engagement). $R^2 = 0,155$ meant both organizational climate and leadership affected 15.5% upon the work engagement whike the rest was affected by other factors. However, when both independent variables, were measured partially upon the work engagement, the results–organizational climate (t,p) and leadership (t,p)-did not indicate any affect.

Based upon the findings, the author submitted proposals to the management of the company to develop and conduct intervenstion programs on both leadership and organizational climate. The intervention is situational leadership.

Keywords: work engagement, organizational climate, and leadership