

**PENGARUH *ORGANIZATIONAL CULTURE* DAN *TEAMWORK*
TERHADAP *EMPLOYEE ENGAGEMENT*: PERAN *ACHIEVEMENT
MOTIVATION* SEBAGAI MEDIASI PADA BADAN PERTANAHAN
NASIONAL KLATEN**

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ABSTRAK

Penelitian ini dilaksanakan di Badan Pertanahan Nasional Klaten yang bertujuan untuk menguji dan menganalisis pengaruh *organizational culture* dan *teamwork* terhadap *employee engagement* dengan *achievement motivation* sebagai mediasi. Metode penelitian yang digunakan adalah metode kuantitatif dengan menyebarkan kuesioner secara langsung. Populasi pada penelitian ini adalah Pegawai Negeri Sipil Badan Pertanahan Nasional Klaten. Penelitian ini menggunakan teknik pengambilan sampel jenuh dengan jumlah responden 82 orang Pegawai Negeri Sipil dengan mayoritas laki-laki sebesar 56%, berusia 50 sampai dengan 58 sebesar 40%, berada pada unit kerja Seksi Survei dan Pemetaan sebesar 35%, dan tingkat pendidikan S1 sebesar 56%. Pengambilan data dilakukan pada tanggal 13 September sampai dengan 16 Oktober 2023. Teknik analisis data yang digunakan adalah teknik multivariate analysis *structural equation model* dengan menggunakan program SmartPLS 4. Hasil penelitian menunjukkan bahwa: *Organizational Culture* berpengaruh negatif dan signifikan terhadap *Employee Engagement*. *Teamwork* berpengaruh positif dan signifikan terhadap *Employee Engagement*. *Organizational Culture* melalui mediasi *Achievement Motivation* berpengaruh positif terhadap *Employee Engagement*. *Teamwork* melalui mediasi *Achievement Motivation* berpengaruh positif terhadap *Employee Engagement*.

Kata kunci: *Organizational Culture, Teamwork, Achievement Motivation, Employee Engagement.*

**THE INFLUENCE OF ORGANIZATIONAL CULTURE AND
TEAMWORK ON EMPLOYEE ENGAGEMENT: THE ROLE OF
ACHIEVEMENT MOTIVATION AS MEDIATION AT THE BADAN
PERTANAHAN NASIONAL KLATEN**

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ABSTRACT

This research was carried out at the Badan Pertanahan Nasional Klaten with the aim of testing and analyzing the influence of organizational culture and teamwork on employee engagement with achievement motivation as mediation. The research method used is a quantitative method by distributing questionnaires directly. The population in this study were Pegawai Negeri Sipil of the Badan Pertanahan Nasional Klaten. This research used a saturated sampling technique with the number of respondents being 82 Civil Servants with the majority being men at 56%, aged 50 to 58 at 40%, 35% in the Survey and Mapping Section work unit, and undergraduate education level of 56%. Data collection was carried out from 13 September to 16 October 2023. The data analysis technique used was the multivariate analysis structural equation model technique using the SmartPLS 4 program. The results of the study showed that: Organizational Culture has a negative and significant effect on Employee Engagement. Teamwork has a positive and significant effect on Employee Engagement. Organizational Culture through the mediation of Achievement Motivation has a positive effect on Employee Engagement. Teamwork through the mediation of Achievement Motivation has a positive effect on Employee Engagement.

Keywords: Organizational Culture, Teamwork, Achievement Motivation, Employee Engagement.