

**THE EFFECT OF ORGAZIATIONAL CLIMATE, WORK
FLEXIBILITY, AND EMPLOYEE ENGAGEMENT ON EMPLOYEE
PERFORMANCE STARTUP COMPANY (CASE STUDY AT PT
XYZ)**

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Abstract

This research is using quantitative study aimed to see whether there are influence of organizational climate, work flexibility, and employee engagement on employee performance. This study uses employee at one of startup company in Indonesia, which is PT XYZ. The sample used was 37 respondents, with the sampling technique using purposive sampling. In this research hypothesis, namely to know the effect either partially or simultaneously of variables independent and dependent variable, so the tests used are the coefficient of determination test, t-test and f-test. From the test results obtained: (1) Organizational Cimate has a positive and significant effect on employee performance (2) Work flexibility has a positive and significant effect on employee performance (3) Employee Engagement has a positive and significant effect on employee performance (4) Organizational climate, work flexibility, and employee engagement have a simultaneous effect on employee performance.

Keywords : *Organizational Cimate, Work Flexibility, Employee Engagement, and Employee Performance*

PENGARUH IKLIM ORGANISASI, FLEKSIBILITAS KERJA DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA KARYAWAN PERUSAHAAN *STARTUP* (STUDI KASUS PADA PT XYZ)

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh iklim organisasi, fleksibilitas kerja, dan *employee engagement* terhadap kinerja karyawan. Penelitian ini menggunakan karyawan tetap salah satu perusahaan *startup* di Indonesia yaitu PT XYZ sebagai sampel. Sampel yang digunakan sebesar 37 responden, dengan teknik pengambilan sampel menggunakan purposive sampling. Dalam hipotesis penelitian ini, yaitu untuk mengetahui pengaruh baik secara parsial dan simultan dari variabel independen dan dependen, sehingga pengujian yang dilakukan yakni uji koefisien determinasi, uji t dan uji f. dari hasil pengujian diperoleh: (1) Iklim Organisasi berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan, (2) Fleksibilitas Kerja berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan, (3) *Employee Engagement* berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan, (4) Iklim Organisasi, Fleksibilitas Kerja, dan *Employee Engagement* berpengaruh secara simultan terhadap Kinerja Karyawan.

Kata Kunci : Iklim Organisasi, Fleksibilitas Kerja, *Employee Engagement*, dan Kinerja Karyawan