



The Influence of Organizational Culture on Employee Engagement: The Role of Organizational Commitment As An Intervening Variable

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Abstract: The purpose of this paper is to determine the influence of Organizational Culture on employee engagement with organizational commitment as an intervening variable. This research used a quantitative approach to reveal the relationship between research variables with Structural Equation Modeling (PLS-SEM) as a data analysis tool. The findings of this research are Organizational Culture has a positive and significant influence on employee engagement. Organizational commitment has a positive and significant influence on mediating Organizational Culture to employee engagement. This research provides a new perspective on Human Resource Management with KSPPS BMT UGT Nusantara as the research object.

Keywords: Organizational Culture, Employee Engagement, Organizational Commitment.

INTRODUCTION

Organization is defined as a group of people who work together to achieve a common goal (Schermerhorn et al., 2010). Specifically, the organization is the integration of social entities that are directed to a particular goal, designed as a system of activities that are structured and coordinated, and related to the external environment (Daft, 2008). Elements of the organization are not represented by the existence of a building or a certain set of policies or procedures, but the elements of the organization consist of people, and the correlation between these people with each other. Currently, organizations are required to be able to achieve rapid growth, accompanied by continuous improvement, increased profitability, and maturity of preparation for the future.

One of the organizations engaged in the microfinance sector in Indonesia is the Cooperative. At present, the role of microfinance institutions in the Indonesian economy is becoming increasingly important. According to the report Financial Services Authority (2019), Indonesia's financial inclusion index reached 76.19%. This then encourages Bank Indonesia as the central bank to increase financial inclusion by prioritizing synergies between

bank financial institutions, microfinance institutions and non-bank financial institutions to achieve financial stability.(S. Ahmad & Harahap, 2020). In addition, the rise of Islamic finance in the 1990s in Indonesia has made Islamic banks and Islamic microfinance institutions a desirable alternative.(Suseno, 2020).Suseno (2020) also stated that Islamic microfinance institutions, which became known as Baitul Maal wat Tamwil (BMT), developed rapidly so that more than 3,000 BMTs had been established which developed in less than a decade. According to the same source, there are at least two main market players engaged in Islamic microfinance in Indonesia, namely Islamic People's Financing Banks (BPRS) and Sharia Savings and Loans and Financing Cooperatives (KSPPS, also known as BMT). In 2017, it is estimated that the total financing provided by all sharia microfinance institutions reached IDR 37.34 trillion, of which KSPPS or BMT made the largest contribution, namely 61.88 percent. (Suseno, 2020).

KSPPS is a cooperative whose business activities include savings, loans and financing according to sharia principles, including managing zakat, infaq/alms and endowments. And institutionally BMT/KSPSS is a sharia microfinance institution, which operates based on Sharia principles, because its characteristics are in accordance with the definition of a Microfinance Institution or LKM issued by the Financial Services Authority (2017): "Microfinance Institutions (LKM) are financial institutions that specifically established to provide business development services and community empowerment, either through loans or financing in micro- scale businesses to members and the community, managing deposits, as well as providing business development consulting services that are not solely seeking profit"(Financial Services Authority, 2017).

One of the KSPPS in Indonesia that is very prominent is KSPPS BMT UGT Nusantara which in 2017 won the achievement of being ranked 4th out of 100 Large Cooperatives in Indonesia, having assets of IDR 2.2 trillion and business volume of IDR 2.05 trillion. So that for the special category of KSPPS, KSPPS BMT UGT Nusantara was ranked first(Bakhri, 2017). KSPPS BMT UGT Sidogiri which later changed its name to KSPPS BMT UGT Nusantara, made through Amendments to the Articles of Association on December 31, 2020with Legal Entity No. AHU.0002288.AH.01.28.TAHUN 2020 under the name of Baitulmal Wattamwil Syariah Savings and Loans Cooperative Nusantara Integrated Enterprises which is abbreviated as KSPPS BMT UGT Nusantara.

The presence of KSPPS BMT UGT Nusantara is an interesting phenomenon because the existence of this institution is from the background of its founders, all of whom have Islamic boarding school backgrounds, especially the Sidogiri Islamic Boarding School, Pasuruan, East Java. Those founders were not at all the alma mater of the pre-existing Islamic financial institutions, then armed with the cultural values they had received at the Islamic boarding school, with endeavor and hard work, on 05 Rabiul Awal 1421 H coincided with 06 June 2000 the BMT UGT Nusantara Cooperative was founded(Bakhri, 2015).

Another factor that influences employees in the organization is organizational culture. There is a large body of literature that defines organizational culture from various views, but in general, all are accepted (Nikpour, 2017). Organizational culture is the integration of shared values, beliefs, and norms that then influence the way employees think, feel, and behave towards one another.(George & Jones, 2012). Abdullahi et al. (2021) argues that organizational culture is composed of patterns of behavior, beliefs, and ideology. Organizational culture controls the way employees perceive and respond to situations around them and the specific way to use information to base decisions(George & Jones, 2012).

Furthermore, Sunny & Joshua (2016) stated that employee engagement is a much-discussed research focus in human resources and organizational sciences. Involvement is consistently shown as something that is given by employees that is beneficial to the organization with the integration of commitment, dedication, advocacy, management efforts,

and using maximum potential and supporting organizational goals and values (Robertson-smith & Markwick, 2009). Employees who show a high level of employee engagement, feel a sense of attachment to the organization. They endow themselves not only in the roles they occupy, but also in the organization as a whole (Woodka, 2014). Employee engagement is a stronger aspect than employee satisfaction as a predictor of organizational success (Robertson-smith & Markwick, 2009). This is due to the two-way reciprocity of engagement. Employee involvement can represent cognitive and emotional elements which also describe a two-way relationship between employees and superiors.

The novelty of the research in this study lies in the research object. The object in this study is the largest sharia microfinance institution in Indonesia, namely the BMT UGT Nusantara Savings and Loans and Financing Cooperative (KSPPS). Human resource management in KSPPS BMT UGT Nusantara can be said to be a reckless bond, where the majority of members of the organization are relatively homogeneous in terms of educational background, who are alumni of Islamic boarding schools who have never had any contact with the activities of companies that manage microfinance according to sharia. According to Bakhri (2018) that the initiators and founders of BMT in the Sidogiri Islamic Boarding School environment at first did not have any experience related to the management of economic institutions in the form of sharia cooperatives.

Research on employee engagement has been investigated by several previous studies, including those in financial institutions. As research conducted by Ahakwa et al. (2021), Aktar (2018), Aktar & Pangil, (2017), Albdour & Altarawneh (2014), Berry & Morris (2008), Dajani (2015), Esmaelinezhad et al. (2015), Hussain et al. (2021), Obuobisa-Darko (2020), S. Dayrit & Lacap (2020), Shams et al. (2020), Shaukat & Asadullah (2014), Sunny & Joshua (2016), Uddin et al. (2019). Although there have been relatively many studies using employee engagement (Employee Engagement) in the financial industry, research on the factors that influence these variables in Cooperative-type Microfinance Institutions is still difficult to find, especially in Islamic Cooperatives.

LITERATURE REVIEW

Organizational Culture

Organizational culture has a wide variety of definitions. This is motivated by the concept of organizational culture which is also an adaptation of the theoretical disciplines of anthropology. So that the diversity of understanding related to anthropological culture influences the understanding of organizational culture. Scheins (2004) defining culture is "A pattern of basic assumption, invented, discovered, or developed by a given group as it learns to cope with the problems of external adaptation and internal integration, that has worked well enough to be considered valid and, therefore, to be taught to new members as the correct way to perceive, think, and feel in relation to those problems". Culture is a basic assumption found and developed by certain groups to be used as learning in overcoming organizational problems, both internal problems and external problems. This definition shows that culture involves assumptions, adaptations, perceptions and learning. Culture plays an important role with the concepts of norms, values, behavior patterns, rituals and traditions. While the definition of organization according to George & Jones (2012) is "A collection of people who work together and coordinate their actions to achieve and organizational goals". Can be interpreted that, the organization is a collection of people who work together and coordinate their actions to achieve individual or organizational goals. When combined, organizational culture is "As the shared social knowledge within an organization regarding the rules, norms and values that shape the attitudes and behavior of its employees" (Colquitt et al., 2009). Organizational culture is the attitude and behavior of employees which is part of social knowledge. Contains the norms and values that must be followed by all employees in the

organization. Organizational culture has norms and values that are different for each organization.

Ahmad et al. (2019) revealed that organizational culture can be measured the level of success. The model used in this study is an adaptation of research Denison (1993), Denison et al. (2014) and Fey & Denison (2003) which measures organizational culture through 4 dimensions, namely: (1) Engagement Dimension, Involvement assesses how far employees or members of the organization are involved in the process of existing activities within the organization. This dimension is measured by three supporting indicators namely, empowerment, team orientation, and capability development. (2) Consistency Dimension, This dimension consists of core values, agreement, and coordination. (3) Adaptability Dimension, Adaptability consists of 3 factors, namely, organizational learning (organizational learning), customer orientation (Customer Focus), and change orientation (Creating change). (4) Mission Dimension, This dimension consists of three indicators, namely, strategic directions, goals, and long-term vision.

H1: *Organizational Culture directly has a positive influence on Employee Engagement*

H2: *Organizational Culture directly has a positive influence on Organizational Commitment*

Employee Engagement

Schaufeli et al. (2006) defines employee engagement as "A positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption". Employee engagement is a positive, satisfying, and work-related state of mind characterized by passion, dedication, and absorption. In line with Harter et al. (2002) which defines employee involvement as "The individual's involvement and satisfaction with as well as enthusiasm for work". Employee engagement is individual engagement and satisfaction with enthusiasm for work. Equipped with Maslach et al. (2001) "The opposites of three features of burnout: energy, participation, and effectiveness". Employee engagement as the opposite of the three characteristics of burnout: energy, participation, and effectiveness. Employee engagement is measured using 3 dimensions namely, the dimensions of Vigor, Dedication and Absorption.

H3: *Organizational Commitment directly has a positive influence on Employee Engagement*

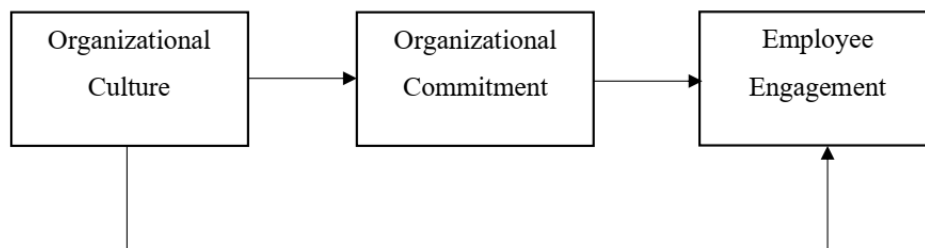
Organizational Commitment

In his book entitled "Organizational Behavior: Improving Performance and Commitment in the Workplace", Colquitt et al. (2015) define organizational commitment with "Organizational commitment is the desire on the part of an employee to remain a member of the organization". Meyer & Allen (1991) organizational commitment is "Commitment is a psychological state that (1) characterizes the employee's relationship with the organization, and (2) has implications for the decision to continue or discontinue membership in the organization". Organizational commitment is a psychological relationship between employees and the organization which has implications for the decision to continue membership in the organization. Organizational commitment consists of the dimensions of affective commitment, continuance commitment and normative commitment.

H4: *Organizational Commitment Meintervening Organizational Culture and Employee Engagement*

METHODS

This research is a research aimed at finding the influence between variables. This study uses secondary data with a questionnaire as a data collection method and the Partial Least Square - Structural Equation Modeling (PLS-SEM) approach as a statistical analysis method. The following is the framework that will be used in this study:



Figures1 Research Framework

Sampling

The population in this study were employees who worked at the Office of the Savings and Loans Cooperative and Sharia Financing (KSPPS) BMT UGT Nusantara. The total population of employees of the BMT UGT Nusantara Savings and Loans Cooperative (KSPPS) is 1595 employees.

In general, the ideal number of samples used in research using SEM (Structural Equation Modeling) is a minimum of 100 samples(Ferdinand, 2005). This is in line with the opinion of experts where as many as 100-400 samples are recommended as a sample size recommendation because to avoid statistical tests which become insensitive to the data obtained by researchers if the sample size is smaller, vice versa, if it is larger it can become too sensitive(Hair et al., 2010, 2014; Sarstedt et al., 2020).Arikunto (2012)suggests that if the total population is less than 100 individuals, then the total sample is taken as a whole, but when the population is greater than 100 individuals, it is advisable to take 10-15% or 20-25% of the total population. So based on the calculation results, the number of samples is rounded up to 160 people. The sampling technique used is the Proportional Random Sampling technique.

Measures

The variables in this study consist of organizational culture, organizational commitment and employee engagement. Each variable used is measured based on previous research work. Organizational Culture is measured by taking into account: (1) Engagement Dimension, (2) Consistency Dimension, (3) Adaptability Dimension, (4) Mission Dimension. Organizational commitment is measured using the following indicators: affective commitment, continuance commitment, and normative commitment(Colquitt et al., 2015; Meyer, 2016). Employee engagement is measured using the following indicators: the dimensions of Vigor, Dedication, Absorption.(Armstrong, 2012; Gustomo, 2015). All questionnaires were measured using a Likert scale of 1-5 (Never=1 to Always=5) and (Strongly Disagree=1 to Strongly Agree=5).

RESULTS AND DISCUSSION

Measurement Model Convergent Validity

	Table1 Outer Loading		
	EE	OCM	OCL
OCM1	0.698		
OCM2	0.563		
OCM3	0.702		
OCM4	0.597		
OCM5	0.613		
OCM6	0.576		
OCM7	0.797		
OCM8	0.749		
OCM9	0.796		
EE1		0.775	
EE10		0.516	

EE2	0.617	
EE3	0.735	
EE4	0.773	
EE5	0.785	
EE6	0.780	
EE7	0.447	
EE8	0.577	
EE9	0.740	
OCL1		0.650
OCL10		0.715
OCL11		0.636
OCL12		0.726
OCL2		0.662
OCL3		0.533
OCL4		0.753
OCL5		0.648
OCL6		0.661
OCL7		0.720
OCL8		0.724
OCL9		0.806

Convergent validity is a measure that assesses the degree to which two measures of the same concept are correlated(Hair et al., 2014). Items that are indicators of a particular construct must unite or share most of the same variants. Several ways are available to estimate the relative amount of convergent validity among item sizes, one of which is the outer loading factor(Hair et al., 2011, 2014, 2017).

The size of the outer loading factor is one of the main concerns. If convergent validity is high, a high load on a factor will indicate that each construct converges at the same point. At a minimum, all value factors must be statistically significant when the standard has been exceeded. The outer loading value of 0.5 can be considered acceptable as long as there are several other factors in the same construct(Chin, 1998; Hair et al., 2014; Keil et al., 2000; Vinzi et al., 2010). Furthermore, items with a value of less than 0.4 must be excluded, in the sense that outer loading results that are below 0.5 but still above 0.4 can still be included in the research construct.(Hulland, 1999; Vinzi et al., 2010). In this research construct the majority have exceeded the minimum value of 0.5 so that it can be said that the majority of the construct indicators of this research are convergent valid. It can be seen that the EE7 indicator is below the minimum value of 0.5, but because the value is still above 0.4 it can still be included in the research construct. Thus, from the analysis of external loading factors, it can be concluded that all indicators in the construct of this study have sufficient convergent validity, in accordance with established standards.

Discriminant Validity

Table 2 Fornell, C., & Larcker Criterion / Discriminant Validity

	EE	OCM	OCL
EE	0.682		
OCM	0.703	0.685	
OCL	0.545	0.664	0.689

Discriminant validity is a method for measuring the degree to which a construct is completely different from another(Hair et al., 2014). Thus, high discriminant validity describes a condition in which a construct is included in a unique construct and at the same time captures several phenomena that cannot be captured by other measurements.(Hair et al., 2018). Through Discriminant Validity it can be proven that each indicator on the latent

variable is considered not to confuse respondents who answered the questionnaire based on indicators on other variables, especially in terms of meaning.

Discriminant validity is considered fulfilled if the average variance extracted or the Average Variance Extracted (AVE) of the mean-variance extracted must be higher than the correlation involving latent variables with the criterion Fornell, C., & Larcker (1981) applied to this measurement(Hair et al., 2014; Kock & Lynn, 2012). In this study, the square root AVE value of each construct has a greater correlation value compared to the other constructs as attached in Table 2. Thus, based on the analysis of discriminant validity using the AVE method, it can be concluded that the constructs in this study meet the criteria of discriminant validity applied.

Cronbach's Alpha

Table 3 Cronbach's Alpha & Composite Reliability

Cronbach's Alpha		Composite Reliability
EE	0.859	0.885
OCM	0869	0.895
OCL	0898	0.915

Cronbach's alpha measurement is intended to determine research instrument items regarding the suitability of the instrument if used twice to measure the same symptoms will produce consistent measurements (Hair et al., 2011). In this case, the use of Cronbach's alpha which is included in the sufficient category in reliability testing is acceptable if the value is more than 0.6(Dahlan, 2014). Ideally, Cronbach's alpha value should exceed 0.7, but a value of 0.6 can be tolerated for exploratory research (Hair et al., 2014). In table 4.10 the Cronbach's alpha value for the EE variable is 0.859, the OCM variable is 0.869, and the OCL variable is 0.898. This explains that each variable in this construct is reliable because it meets the minimum Cronbach's alpha criteria, namely 0.6. Thus, based on the measurement results of Cronbach's alpha, it can be concluded that all variables in the construct are reliable or reliable in measuring the same symptoms, according to the minimum criteria of Cronbach's alpha reliability.

Composite Reliability

In the composite reliability test, indicators on latent variables are tested to show internal consistency (Hair et al., 2017). Composite reliability values tend to be greater than Cronbach's alpha (Sarstedt et al., 2020). An indicator is said to be reliable if the composite reliability value is greater than 0.7 (Hair et al., 2017). Attached to Table 4.10, the composite reliability value of the EE variable is 0.885, OCM is 0.895, and OCL is 0.915. This also explains that each variable is categorized as composite reliability because it has exceeded the minimum composite reliability limit of 0.7. Therefore,

Inner Model R-Square

Table 4 Mark R Square

R Square	R Square Adjusted	
EE	0.507	0.497
OCM	0.604	0.599
OCL	0.529	0.526

R-Square is a measure of the proportion of variation in the value of the affected (endogenous) variable that can be explained by the influencing variable (exogenous) (Hair et

al., 2014; Vinzi et al., 2010). This is done to predict the proportional or good level of the model (Lin et al., 2020). According to Chin (1998), an R square value of more than 0.67 is classified as strong, more than 0.33 is classified as moderate, and more than 0.19 backwards is classified as weak. If the exogenous variable is more than one, it is recommended to use R-square adjusted (Vinzi et al., 2010).

Table 4 shows the adjusted R-square model for line I, Employee Engagement (EE) which is influenced by Organizational Culture (OCL). On track II, Organizational Commitment (OCM) is influenced by Organizational Culture (OCL). Thus, based on the adjusted R-Square results, the model can explain some of the variations that occur in the relationship between the observed variables.

F-square

Table 5 Mark f square

	EE	OCM	OCL
EE			
OCM	0.273		
OCL	0.012	0.066	

F-square is a measure used to assess the relative impact of (exogenous) variables that affect the (endogenous) variables that are affected (Vinzi et al., 2010). Changes in R-square values when certain exogenous variables are removed from the model can be used to evaluate whether the omitted variables have a substantive impact on endogenous constructs (Vinzi et al., 2010). The f-square value criterion is based on Cohen (1988), where an f-square value of 0.02 is classified as a small influence, an f-square value of 0.15 is classified as a moderate influence, and an f-square value of 0.35 is classified as a large variable influence. exogenous to endogenous.

From table 4.12 it can be concluded that the f-square value of OCM on EE is 0.273 which is classified as a moderate influence, the f-square value of OCL on EE is 0.012 which is classified as a small effect, the f-square value of OCL on OCM is 0.066 which is classified as a large influence. Based on the F-Square values, it can be concluded that several exogenous variables have a significant impact on the endogenous variables in the model.

Q-square

Table 6 MarkQ-square

	SSO	SSE	Q ² (=1-SSE/SSO)
EE	1476,000	1172,849	0.205
OCM	1640,000	1193,836	0.272
OCL	1968,000	1490,477	0.243

Predictive relevance (Q-square) is also known as Stone-Geisser's. this test was conducted to determine the predictive ability of the blindfold procedure (Vinzi et al., 2010). If the value obtained is 0.02, it is classified as small, 0.15 is classified as medium, and 0.35 is classified as large. Based on table 4.13, it can be concluded that the EE variable has a Q-Square value of 0.205, which is classified as a moderate predictive effect. The OCM variable has a Q-Square value of 2.272, which is also classified as a moderate predictive effect. Thus, these results indicate that the model has a fairly good ability to predict the EE and OCM variables based on the Q-Square criteria.

Direct Effects

Table 7 Direct Effects

	Original Sample (O)	Sample Means (M)	Standard (STDEV)	DeviationT (O/STDEV)	StatisticsP Values
H1 OCL -> EE	0.118	0.124	0.086	1,368	0.172
H2 OCL -> OCM	0.236	0.238	0.086	2,727	0.007
H3 OCM -> EE	0.583	0.590	0.106	5511	0.000

Analysis of direct effect or direct effect is intended to test the hypothesis of the direct influence of a variable that influences (exogenous) on the variable that is influenced (endogenous). This study proposes 4 hypotheses, with 3 hypotheses to test the direct effect, and 1 hypothesis to test the indirect effect. Hypothesis testing uses bootstrapping analysis techniques that are tested through the path coefficient and P-value.

According to Sarstedt et al. (2020), the value of the path coefficient or path coefficient which is positive indicates that the influence of a variable on other variables is unidirectional. If the value of an exogenous variable increases, then the value of the endogenous variable also increases (Vinzi et al., 2010). The negative path coefficient or path coefficient value indicates that the effect of a variable on other variables is in the opposite direction (Sarstedt et al., 2020). The path coefficient value itself can be seen in the table for the original sample section. If the exogenous variable value increases, then the endogenous variable value decreases (Vinzi et al., 2010). If the P-Values <0.05 it is considered significant. If the P-Values value is > 0.05, it is categorized as insignificant (Vinzi et al., 2010). Then if the t-statistic value is > 1.967 (= TINV (0, 05; 300-3) (t-table 5% significance) as an additional indicator determining the significance (Vinzi et al., 2010).

Indirect Effects

Table 8 Indirect Effects

	Original Sample (O)	Sample Means (M)	Standard (STDEV)	DeviationT (O/STDEV)	StatisticsP Values
H4 OCL -> OCM -> EE	0.137	0.141	0.060	2,278	0.023

Analysis of the indirect effect or indirect effect is intended to test the hypothesis of the indirect effect of an influencing variable (exogenous) on an influenced variable (endogenous) which is mediated/mediated by an intervening variable (mediating variable). Refer to the Vinzi et al. (2010), in the indirect effect analysis, when the P-values are <0.05, it is considered significant. This can be interpreted that the variable acts as a mediator, by mediating the effect of exogenous variables on endogenous variables. In other words, the effect is indirect. Meanwhile, when the P-value is > 0.05, it is considered insignificant. This can be interpreted that the variable does not act as a mediator, does not mediate the effect of an exogenous variable on an endogenous variable. In other words, influence is direct influence (Vinzi et al., 2010). Then if the t-statistic value is > 1.967 (= TINV (0.05; 300-3) (t-table significance 5%) as an additional indicator determining the significance (Vinzi et al., 2010).

Discussion

The estimation parameter for testing the effect of Organizational Culture on Employee Engagement shows a path coefficient value of 0.118. This value indicates a unidirectional influence. The results of the P-values show 0.172, this value indicates that it exceeds 0.05, so it is considered insignificant. Then the t-statistic value is 1.368, which is below 1.967, this indicates that the effect is not significant. These three values fulfill the conditions for accepting H0, rejecting H1. Thus it can be concluded that H0 is accepted, that is, there is no

direct positive and significant influence between Organizational Culture on employee engagement. The higher the Organizational Culture, the lower the employee engagement of BMT UGT Nusantara employees. The results of this study indicate a negative and significant relationship between Organizational Culture and Employee Engagement. Organizational culture is a system of values, norms, habits and beliefs that guide the attitudes and behavior of members of the organization towards organizational goals. Temporary Employee Engagement is the level of willingness and ability of employees regarding the extent to which employees are motivated to contribute to the success of the organization, and are willing to apply efforts to complete important tasks for the achievement of organizational goals. Previous research supporting this finding was conducted by Chen and et al. (2018) in their research on the relationship between organizational culture and employee engagement in manufacturing companies. Their findings also show that there is no significant relationship between the two variables. This provides empirical support that reinforces current research findings and suggests that organizational culture may not be the main factor affecting employee engagement.

The estimation parameter for testing the effect of Organizational Culture on Organizational Commitment shows a path coefficient value of 0.236. This value indicates a unidirectional effect. The results of the P-values show 0.007, this value indicates that it exceeds 0.05, so it is considered significant. Then the t-statistic value is 2.727, which is below 1.967, this indicates a significant influence. These three values fulfill the conditions for rejection of H₀, acceptance of H₁. Thus it can be concluded that H₀ is rejected, that is, there is a direct positive and significant influence between Organizational Culture on Organizational Commitment. The positive and significant direct influence of Organizational Culture on Organizational Commitment can occur due to several factors. The positive and significant relationship between organizational culture and organizational commitment can occur due to several factors. First, a strong and consistent organizational culture can create a strong identification of employees with their organization. When employees feel emotionally connected to organizational values, norms, and goals, they tend to be more engaged and committed to contributing to organizational success. In addition, an organizational culture that pays attention to the welfare and needs of employees can also influence organizational commitment. If organizational culture reflects a concern for work-life balance, employee development, and attention to individual needs, employees tend to feel valued and recognized. This can increase their level of commitment to the organization

The estimation parameter for testing the effect of Organizational Commitment on Employee Engagement shows a path coefficient value of 0.583. This value indicates a unidirectional influence. The results of the P-values show 0.000, this value indicates that it exceeds 0.05, so it is considered significant. Then the t- statistic value is 5.511, which is below 1.967, this indicates a significant influence. These three values fulfill the conditions for rejection of H₀, acceptance of H₁. Thus it can be concluded that H₀ is rejected, namely there is a direct positive and significant influence between Organizational Commitment on employee engagement. The higher the Organizational Commitment, the higher the employee engagement of BMT UGT Nusantara employees. The Effect of Organizational Commitment on Employee Engagement can be explained by when employees have a strong commitment to the organization, employees tend to have a higher level of involvement in their work. Employees who feel loyal and attached to the organization will tend to be more motivated to give their best contribution to work, participate actively in organizational activities, and look for ways to improve their overall performance. In addition, employees with high commitment to the organization also tend to have strong beliefs about the values and goals of the organization. This can motivate them to strive for organizational goals and look for ways to make a greater contribution to organizational success. Therefore,

The estimation parameter for testing the influence of Organizational Culture on Employee Engagement through the mediation of Organizational Commitment shows a t-statistic value of 4.597, this value has not exceeded 1.96. With a P-value of 0.000 or below 0.05. Both of these values meet the conditions for rejection of H₀, acceptance of H₁. Thus it can be concluded that H₁ is accepted, that is, there is an indirect positive and significant influence between Organizational Culture on Employee Engagement through Organizational Commitment mediation. The research findings show that organizational culture has a positive and significant influence on employee engagement through organizational commitment as an intervening variable. This suggests that an organizational culture that is strong, positive, and reflects the values upheld by the organization can increase the level of employee commitment to the organization, which in turn contributes to higher employee engagement. In this context, a positive organizational culture can include values such as mutual trust, cooperation, innovation, appreciation for individual contributions, and an orientation towards employee satisfaction. A strong organizational culture in this case creates a work environment that supports and motivates employees to actively contribute and be committed to the goals and values of the organization. Through the organizational commitment mediation mechanism, employees who have a high level of commitment tend to feel more attached to and responsible for the organization. They are more likely to exhibit proactive behavior, including active participation in organizational tasks, initiative, and higher loyalty to the organization. Thus, the level of employee engagement will increase overall.

CONCLUSION

Organizational Culture has a negative and significant influence on Employee Engagement. The higher the level of Organizational Culture, the higher the level of Employee Engagement. Organizational Culture has a positive and significant influence on Organizational Commitment. The higher the level of Organizational Culture, does not indicate the higher the level of Organizational Commitment. Organizational Commitment has a positive and significant influence on Employee Engagement. The higher the level of Organizational Commitment, the higher the level of Employee Engagement. Organizational Commitment mediates the relationship between Organizational Culture and Employee Engagement in a positive and significant way.

From a managerial aspect, the implications of this research can be explained as follows: In an effort to improve Organizational Culture, it is reviewed that Involvement, Consistency, Adaptability, Mission. Employee Engagement can be maintained or developed by considering the 'Dedication' dimension with its two indicators being in the top two positions. Organizational Commitment can maintained or developed taking into account the dimensions 'Affective Commitment' with its two indicators which are in the position of the two highest average values.

Recommendations from this study are intended for practitioners from KSPPS BMT UGT Nusantara. For managers or practitioners of KSPPS BMT UGT Nusantara, the recommendations from this research can be described as follows: Organizational culture can be improved by considering the 'Capability development' indicator on the 'Involvement' dimension and the 'core values' indicator on the 'Consistency' dimension. Employee engagement can be increased by considering the 'Absorption' dimension with its two indicators in the bottom two positions. Indicator 'Focus during work' Then for the indicator 'Sense of attachment'.

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