

**EXPECTATION VS REALITY OF ORGANIZATIONAL  
CHARACTERISTICS, JOB SATISFACTION AND EMPLOYEE  
ENGAGEMENT**

**(Case of Fresh Graduates of Indonesia)**

**UNDERGRADUATE THESIS**



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**MANAGEMENT UNDERGRADUATE STUDY PROGRAM**

**FACULTY OF ECONOMICS AND SOCIAL SCIENCES**

**UNIVERSITAS BAKRIE**

**JAKARTA**

**2018**

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As a partial fulfilment for the requirement of Undergraduate Degree in  
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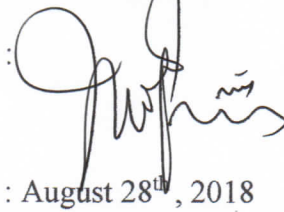
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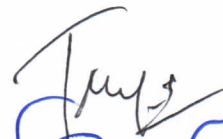

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Jakarta, August 29<sup>th</sup> 2018

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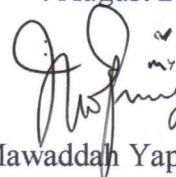
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CHARACTERISTICS, JOB SATISFACTION AND EMPLOYEE  
ENGAGEMENT (Case of Fresh Graduates of Indonesia)**

Najma Mawaddah Yaponu

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**ABSTRACT**

The purpose of this quantitative research is a study on fresh graduate preference and reality in workplace by inspecting on organizational culture and leadership then examine their relation on job satisfaction and employee engagement. Data collected by distributing questionnaire digitally and acquired for 145 eligible respondent. Data analysis techniques used Importance Performance Analysis, paired sample t-test and Pearson Correlation. Organizational culture was as high importance and high performance, which contrarily different with leadership with low importance and low performance. Finding for paired sample t-test shows that there are mean difference between expectation and reality for organizational culture and leadership. The negative correlation was discovered on every independent variable with each of dependent variables.

Keywords: fresh graduate, organizational culture, leadership, job satisfaction, employee engagement



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