

ABSTRACT

This study aims to examine the effect of organizational culture on employee involvement in the organization. The research method used is a questionnaire survey to 200 respondents who are employees of a Taiwanese manufacturing company engaged in the production of car spare parts. Data analysis using Conditional Process Analysis by Danrew F. Hayes using IBM SPSS Statistics 25 application to test the relationship between these variables. The results showed that organizational culture has a positive effect on employee engagement, organizational trust provides partial mediation between the influence of organizational culture on employee engagement. In addition, psychological empowerment does not strengthen or weaken (moderate) between the influence of organizational culture on employee engagement. Managerial implications and suggestions for future research are also discussed.

Keywords: *Organizational culture influence, employee engagement, organizational trust, psychological empowerment*

