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ANALYSIS EFFECT ETHIC ENNVIRONMENT ON EMPLOYEE ENGAGEMENT WITH ORGANIZATION TRUST AS A MEDIATION VARIABLE IN EXPEDITION OF BATAM

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Abstract

The progressive development in technology enhances e-commerce development. It become one of the economic drivers in Indonesia, include Batam. Batam is a special economic zone in Indonesia. The growing number of e-commerce transactions affect the growth of the expedition service. The main focus of this research is to analyze the influence of ethic environment, and organization trust toward employee engagement in expedition company in Batam.

This is a quantitative research approach that used the expedition company as the object of the research. It involved four expedition company which is J&T Express, JNE Express, TIKI Express and Kantor Pos Indonesia. The total questionnaire that can be analyzed is 76 questionnaire. Which later is analyzed using SPSS.

The results of the research shows that ethic environment and organizational trust have significant positive effects toward employee engagement in expedition company in Batam.

Keyword: *Ethic Environment, Organizational Trust, Employee Engagement*