

Pengaruh gaya kepemimpinan terhadap Employee Engagement : studi kasus di Sekretariat Jenderal Kementerian Pendidikan dan Kebudayaan = The influence of leadership styles on Employee Engagement : case study in Secretariate General of the Ministry of Education and Culture

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengetahui tingkat employee engagement, gaya kepemimpinan, dan pengaruh gaya kepemimpinan terhadap employee engagement di Sekretariat Jenderal Kementerian Pendidikan dan Kebudayaan (Setjen Kemdikbud). Penelitian ini menggunakan Multifactor Leadership Questionnaire (MLQ-Form 5X) untuk mengukur gaya kepemimpinan, dan untuk mengukur employee engagement digunakan Utrecht Work Engagement Scale (UWES). Metode analisis data yang digunakan adalah analisis deskriptif dan general linear model.

Hasil penelitian terhadap 274 pegawai menunjukkan tingkat employee engagement di Setjen Kemdikbud dikategorikan sedang. Gaya kepemimpinan yang diterapkan di Setjen Kemdikbud adalah kepemimpinan transformasional dan transaksional dengan kategori sedang dan laissez-faire dengan kategori rendah.

Dari hasil penelitian ini diketahui kepemimpinan transformasional berpengaruh secara signifikan dan positif terhadap employee engagement, termasuk juga terhadap dimensi employee engagement yaitu vigor, dedication, dan absorption. Sedangkan kepemimpinan laissez-faire tidak berpengaruh terhadap employee engagement, namun berpengaruh secara signifikan dan positif terhadap dimensi absorption. Saran untuk penelitian lebih lanjut juga disajikan dalam karya akhir ini.

ABSTRACT

The purpose of this research is to find out the employee engagement level, leadership styles, and the influence of leadership styles on employee engagement in Secretariate General of the Ministry of Education and Culture (Setjen Kemdikbud). This research utilize the Multifactor Leadership Questionnaire (MLQ-Form 5X) to measure the leadership styles, and to measure employee engagement, this research utilize Utrecht Work Engagement Scale (UWES). Data was analyzed with descriptive analysis method and general linear model.

Result of the research (n=274) showed that the engagement level of Setjen Kemdikbud's employees are moderate. The leadership styles applied in Setjen Kemdikbud are transformational leadership and transactional leadership in moderate category, while laissez-faire in low category.

This research found that transformational leadership significantly and positively impact on employee engagement, as well as the dimensions of employee engagement, namely vigor, dedication and absorption. Laissez-faire leadership has no effect on employee engagement, but significantly and positively affect the absorption dimension. Suggestions for further research were presented in this final report.