

Pengaruh kompetensi kepemimpinan kepala cabang terhadap keterikatan karyawan tetap pada Bank Negara Indonesia (Persero) Tbk kantor cabang utama Tebet = The effect of head branch leadership competence on permanent employees engagement in PT Bank Negara Indonesia (Persero) Tbk main branch office in Tebet

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Abstrak

Peran kompetensi kepemimpinan merupakan salah satu faktor pembentuk keterikatan karyawan tetap di dalam organisasi. Hasil dari beberapa penelitian menunjukkan adanya pengaruh yang signifikan antara kompetensi kepemimpinan dengan keterikatan karyawan. Maksud dari penelitian ini adalah untuk menggali pengaruh kompetensi kepemimpinan kepala cabang terhadap keterikatan karyawan tetap pada PT Bank Negara Indonesia (Persero) Tbk Kantor Cabang Utama Tebet. Penelitian ini adalah kuantitatif dengan menggunakan jenis penelitian eksplanatif. Penelitian dilakukan pada karyawan tetap (N=40) BNI Kantor Cabang Utama Tebet. Dalam Kompetensi Kepemimpinan menggunakan sepuluh dimensi sebagai dasar penelitian, diantaranya Integrity, Strategic Thinking, Big Picture Orientation, Organization and Talent Development, Intellectual Curiosity, Collaboration and Teaming, Sense of Urgency, Prudent Risk-Taking, Self-Awareness and Adaptability, dan Results and Performance Driven. Sementara itu, Keterikatan Karyawan menggunakan tiga dimensi, diantaranya vigor, dedication, dan absorption. Hasil yang diperoleh dari penelitian ini adalah adanya keterikatan karyawan tetap di lingkungan BNI KCU Tebet, dan kompetensi kepemimpinan kepala cabang secara signifikan berpengaruh terhadap keterikatan karyawan tetap.

.....Leadership competence role is one of the determining factor of permanent employees engagement within the organization. The results from a several studies showed a significant effect between a leadership competencies with employee engagement. The purpose of this research was to explore the effect of head branch leadership competence on permanent employee engagement in PT Bank Negara Indonesia (Persero) Tbk, Main Branch Office in Tebet. This research is quantitative explanative interpretive. The research was being conducted on permanent employee (N=40) of BNI Main Branch Office in Tebet. The Leadership Competence was measured on the basis of ten dimensions, Integrity, Strategic Thinking, Big Picture Orientation, Organization and Talent Development, Intellectual Curiosity, Collaboration and Teaming, Sense of Urgency, Prudent Risk-Taking, Self-Awareness and Adaptability, and Results and Performance Driven. While Employee Engagement was measured on the basis of three dimensions, vigor, dedication, and absorption. The results from this research is engagement of permanent employee in BNI KCU Tebet and head branch leadership competence of them showed a significant effect of permanent employees engagement.