

Pengaruh kepemimpinan transformasional dan kekohesifan kelompok terhadap keterikatan karyawan : studi pada karyawan non-manajerial learning operations department di learning center group PT Bank X (Persero) Tbk Jakarta = The effect of transformational leadership and team cohesiveness on employee engagement : study on nonmanagerial employee of learning operations department in learning center group PT Bank X (Persero) Tbk Jakarta

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Abstrak

Dalam penelitian ini, kepemimpinan transformasional dan kekohesifan kelompok dipilih sebagai variabel yang mempengaruhi keterikatan karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional dan kekohesifan kelompok terhadap keterikatan karyawan non-manajerial Learning Operations Department di Learning Center PT Bank X (Persero) Tbk Jakarta. Pendekatan yang digunakan adalah pendekatan kuantitatif dengan metode survei yang menggunakan teknik Total Sampling terhadap karyawan non-manajerial Learning Operations Department di Jakarta yang berjumlah 36 responden. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional dan kekohesifan kelompok memiliki pengaruh yang signifikan terhadap keterikatan karyawan nonmanajerial Learning Operations Department di Learning Center PT Bank X (Persero) Tbk Jakarta.

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In this study, transformational leadership and team cohesiveness was chosen as the variables that affect employee engagement. This study's objective is to examine the effect of transformational leadership and team cohesiveness on employee engagement of the non-managerial employees of Learning Operations Department in Learning Center Group PT Bank X (Persero) Tbk Jakarta. This study used the quantitative approach with a survey method that used a Total Sampling from the Learning Operations Department at Jakarta non-managerial employees, from which 36 respondents were taken. Results of this study showed that transformational leadership and team cohesiveness had a significant effect on employee engagement of Learning Operations Department in Learning Center Group PT Bank X (Persero) Tbk Jakarta.