

# Hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y = The relationship between transformational leadership and perceived opportunities for promotion in generation Y employees / Samarthya Priyahita

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Abstrak

## **ABSTRAK**

Penelitian ini ingin melihat hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y. Kuesioner Multifactor Leadership Questionnaire Form 5X (Rater Form) dan Job Descriptive Index – Opportunities for Promotion diberikan kepada 143 karyawan generasi Y yang memiliki pemimpin di tempat kerjanya. Hasil penelitian menunjukkan terdapat hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y ( $r = .416, p < .01$ ). Sebanyak 17.6% variasi dari persepsi kesempatan promosi dijelaskan oleh kepemimpinan transformasional. Penelitian ini juga menemukan bahwa uji t-test jenis kelamin dan latar belakang pendidikan tidak signifikan pada masing-masing variabel persepsi kesempatan promosi dan kepemimpinan transformasional ( $p > .05$ ). Penelitian selanjutnya dapat meneliti variabel lain dan meneliti lebih jauh mengenai generasi Y.

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## **ABSTRACT**

The research wants to see the relationship between transformational leadership and perceived opportunities for promotion on generation Y employees. The Multifactor Leadership Questionnaire Form 5X (Rater Form) and Job Descriptive Index – Opportunities for Promotion were given to 143 generation Y employees who have leaders in their workplace. Result shows that there's a relationship between transformational leadership and perceived opportunities for promotion on generation Y employees ( $r = .416, p < .01$ ). About 17.6% variation of perceived opportunities for promotion is explained by transformational leadership. The study also finds that the t-test of gender and educational background is not significant to each variables of perceived opportunities for promotion and transformational leadership ( $p > .05$ ). Future research is recommended to study other variables and investigate generation Y more further.