

# Analisa pengaruh authentic leadership dan emotional intelligence terhadap employee engagement : studi kasus di Putera Sampoerna Foundation = Impact analysis of authentic leadership and emotional intelligence to employee engagement case study at Putera Sampoerna Foundation

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## Abstrak

Target pemerintah untuk mempercepat penurunan angka kemiskinan hingga 8% sampai 10% pada akhir tahun 2014 didukung oleh Putera Sampoerna Foundation (PSF) yang bertransformasi dari yayasan filantropik menjadi sebuah organisasi bisnis sosial sejak akhir tahun 2010. Dengan transformasi ini, PSF perlu mendorong kinerja karyawan dimana Employee Engagement adalah alat ukur yang sesuai dengan teori Gallup Path digunakan untuk mengukur keterikatan emosional karyawan yang akan terealisasi menjadi peningkatan kinerja karyawan tersebut.

Terdapat beberapa faktor yang mempengaruhi employee engagement seperti kepemimpinan, komunikasi di dalam organisasi, diri karyawan, kesempatan untuk berkembang, serta reputasi perusahaan itu sendiri.

Terdapat dua faktor yang dijadikan penelitian yaitu pengaruh dari atasan yang diwakili dengan dimensi dimensi didalam authentic leadership serta pengaruh dari diri karyawan sendiri yang diwakili oleh dimensi dimensi di dalam emotional intelligence. Dari penelitian sebelumnya ditemukan adanya korelasi positif antara Authentic Leadership dan Emotional Intelligence terhadap Employee Engagement. Penelitian ini dilakukan terhadap 269 responden karyawan PSF.

Hasil dari penelitian ini adalah ditemukannya korelasi positif dan signifikan antara dimensi self awareness, relational transparency, Internalized moral perspective dan balanced processing dari Authentic Leadership serta dimensi self management dari Emotional Intelligence secara bersama sama terhadap dimensi management support dalam employee engagement. Pengaruh tertinggi diberikan oleh dimensi internalized moral perspective dari Authentic Leadership.

The government has put a target to accelerate poverty reduction by 8% to 10% by the end of 2014 and this is supported by Putera Sampoerna Foundation (PSF) which has transformed from the philanthropic foundation to a social business since end of 2010. With this transformation, PSF needs to increase the employee performance where an Employee Engagement is the measuring tool used that based on Gallup Path is used to measure the emotional bonding of the employee which will influence them to enhance their performance.

There are two factors that influence employee engagement such as leadership, communication in an organization, the employee, opportunity to grow and company's reputation. There are two factors that are considered in this research and they are the leadership represented by the dimensions in authentic leadership and employee's quality represented by the dimensions in emotional intelligence. As a reference, there's a positive correlation measured in previous research between authentic leadership and emotional intelligence towards employee engagement. This study was conducted to 269 respondents from PSF.

The results of this study is the discovery of a positive, together and significant correlation between the dimensions in authentic leadership (self awareness, relational transparency, Internalized moral perspective,

balanced processing) together with dimension self management from emotional intelligence towards dimension management support from employee engagement. The most dominant influence came from internalized moral perspective from authentic leadership.</i>