

Analisis pengaruh kepemimpinan terhadap job embeddedness (studi kasus pada PT. X) = The influence of leadership on job embeddedness (case study in PT. X)

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Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan yang diterapkan oleh perusahaan terhadap pembentukan tingkat job embeddedness karyawan. Pengukuran kepemimpinan dalam penelitian ini menggunakan Multifactor Leadership Questionnaires (MLQ form 5x) yang dikembangkan oleh Bass & Avolio (1990), sementara variabel job embeddedness diukur dengan menggunakan Job Embedded Scale yang dikembangkan oleh Mitchell (2001). Hasil dari penelitian ini menunjukkan bahwa kepemimpinan memiliki pengaruh terhadap pembentukan job embeddedness karyawan jika pihak perusahaan menerapkan kepemimpinan yang bersifat transformasional. Maka dari itu agar tercipta job embeddedness yang tinggi dari para karyawan sebaiknya manajemen madya menerapkan gaya kepemimpinan yang bertanggung jawab, berkharisma dan bisa menjadi teladan yang baik serta memperhatikan, menghargai dan mampu memotivasi dan mendorong karyawan untuk bekerja lebih baik lagi.

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ABSTRACT

This study aims to analyze the influence of leadership on job embeddedness of the employees in PT. X. This study used a measuring tool Multifactor Leadership Questionnaires (MLQ form 5x) by Bass & Avolio (1990), and Job Embedded Scale developed by Mitchell (2004). The results of this study suggest that transformational leadership has significant effects toward job embeddedness. Therefore, in order to grow job embeddedness within employees, middle management should applied a leadership style that has responsibility, charisma, and capable of becoming role model and motivating their subordinates to work better.; This study aims to analyze the influence of leadership on job embeddedness of the employees in PT. X. This study used a measuring tool Multifactor Leadership Questionnaires (MLQ form 5x) by Bass & Avolio (1990), and Job Embedded Scale developed by Mitchell (2004). The results of this study suggest that transformational leadership has significant effects toward job embeddedness. Therefore, in order to grow job embeddedness within employees, middle management should applied a leadership style that has responsibility, charisma, and capable of becoming role model and motivating their subordinates to work better., This study aims to analyze the influence of leadership on job embeddedness of the employees in PT. X. This study used a measuring tool Multifactor Leadership Questionnaires (MLQ form 5x) by Bass & Avolio (1990), and Job Embedded Scale developed by Mitchell (2004). The results of this study suggest that transformational leadership has significant effects toward job embeddedness. Therefore, in order to grow job embeddedness within

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