

# Pengaruh pelatihan kepemimpinan terhadap employee engagement karyawan tetap non manajerial di head office PT Sumberdaya sewatama di jakarta = The influence of leadership training on employee engagement of permanent employees non managerial at head office PT Sumberdaya Sewatama in Jakarta

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## Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan kepemimpinan terhadap employee engagement karyawan tetap non-manajerial pada head office PT. Sumberdaya Sewatama. Variabel independen dalam penelitian ini yaitu pelatihan kepemimpinan yang akan diukur berdasarkan teori training dari Noe (2002) dan Mone dkk (2011), sedangkan variabel dependen dari penelitian ini yaitu employee engagement akan diukur berdasarkan teori Hewitt (2013).

Penelitian ini menggunakan metode kuantitatif dengan kuesioner sebagai instrumen penelitian. Sampel dari penelitian ini sebanyak 50 karyawan tetap nonmanajerial di head office PT. Sumberdaya Sewatama yang telah mengikuti pelatihan kepemimpinan. Data penelitian ini akan dianalisa menggunakan analisis deskriptif dan analisis inferensial.

Hasil penelitian ini merupakan pelatihan kepemimpinan berpengaruh signifikan terhadap employee engagement. Penelitian ini menyarankan kepada pihak PT. Sumberdaya Sewatama untuk meningkatkan kualitas training dan kesempatan mendapat karir yang lebih baik, karena dengan meningkatkan kualitas training dan kesempatan mendapat karir yang lebih baik dapat meningkatkan employee engagement karyawan di PT. Sumberdaya Sewatama.

.....The aim of this study is to analyze the influences of leadership training on employee engagement of permanent employees non-managerial at head office PT. Sumberdaya Sewatama. The independent variable is leadership training which is scaled with training?s theory by Noe (2002) and Mone et al. (2013), and the dependent variable is employee engagement which is scaled by Hewitt (2013).

The research used quantitative method with questionnaire as an research instrument. Subject of the research is 50 employees that have been permanent employees of non-managerial position at head office of PT. Sumberdaya Sewatama. Data gathered from research will be analyzed using descriptive analysis and inferential analysis. The leadership training was significantly and related to the employee engagement. This research suggest that management of PT. Sumberdaya Sewatama should paid more attention to increase the quality of training and career development, because the quality of training and career development can increase employee engagement in PT. Sumberdaya Sewatama.