

Pengaruh kepemimpinan transformasional dan transaksional terhadap work engagement pegawai negeri sipil nonmanajerial di Sekretariat Utama Badan Kepegawaian Negara = The influence of transformational and transactional leadership on work engagement of civil servant at Executive Secreatriat of The Head Office of National Civil Services agency

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional dan transaksional terhadap work engagement Pegawai Negeri Sipil di Sekretariat Utama Badan Kepegawaian Negara. Penelitian ini menggunakan Transformational Leadership Behaviour Inventory (TLI) untuk mengukur kepemimpinan transformasional dan transaksional, dan untuk mengukur work engagement digunakan Utrecht Work Engagement Scale-9 (UWES-9). Metode analisis data yang digunakan adalah analisis deskriptif dan regresi linier berganda. Hasil penelitian terhadap 176 pegawai menunjukkan bahwa kepemimpinan transformasional dan transaksional berpengaruh secara positif dan signifikan terhadap work engagement pegawai. Secara parsial kepemimpinan transformasional berpengaruh positif dan signifikan terhadap work engagement pegawai. Sedangkan kepemimpinan transaksional secara parsial tidak berpengaruh terhadap work engagement pegawai

ABSTRACT

The purpose of this research is to find out the influence of transformational and transactional leadership on work engagement of civil servant at Executive Secreatriat of the Head Office of National Civil Services Agency. This research utilize the Transformational Leadership Behaviour Inventory (TLI) to measure transformational and transactional leadership, and to measure work engagement this research utilize Utrecht Work Engagement Scale-9 (Uwes-9). Data was analysed with descriptive analysis methode and multiple linear regression. Result of the research (n=176) found that transformational and transactional leadership significantly and positively impact on work engagement. Partially transformational leadership significantly and positively impact on work engagement while transactional leadership partially has no impact on work engagement