

Analisis transformational leadership terhadap organizational commitment melalui peran mediasi dari employee engagement di puskesmas wilayah Kecamatan Cakung = Transformational leadership analysis on organizational commitment through mediation role of employee engagement at puskesmas Kecamatan Cakung

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Abstrak

Menurut beberapa studi dan wawancara kepala puskesmas, Puskesmas sebagai fasilitas kesehatan tingkat pertama bagi masyarakat Indonesia, membutuhkan pegawai dengan gaya kepemimpinan yang mampu menunjang employee engagement dan organizational commitment. Berdasarkan beberapa hasil penelitian sebelumnya, transformational leadership merupakan gaya kepemimpinan yang mampu memberikan pengaruh positif terhadap employee engagement yang akan berefek pada terciptanya organizational commitment. Dengan demikian, penelitian ini dilakukan untuk mengetahui pengaruh transformational leadership terhadap organizational commitment melalui peran mediasi dari employee engagement di Puskesmas Wilayah Kecamatan Cakung. Berdasarkan hasil analisis regresi yang dilakukan, employee engagement dan organizational commitment telah terbentuk di lingkungan Puskesmas Wilayah Kecamatan Cakung. Analisis regresi lebih lanjut menunjukkan bahwa transformational leadership memiliki pengaruh positif dan signifikan terhadap employee engagement, yang juga berpengaruh positif dan signifikan terhadap organizational commitment. Lebih lanjut analisis mediasi menyatakan bahwa transformational leadership memberikan pengaruh lebih besar terhadap organizational commitment daripada yang dimediasi oleh employee engagement.

According to several studies and interview results of head of puskesmas, Puskesmas as the first rate health facility for Indonesian society, requires employes with leadership style that can support employee engagement and organizational commitment. The result of several studies indicate that transformational leadership provides postive influence on employee engagement to create organizational commitment. Thus, this study was conducted to determine the effect of transformational leadership on organizational commitment through the mediation role of employee engagement at Puskesmas Kecamatan Cakung. Based on the results of regression analysis conducted, employee engagement and organizational commitment has been formed in the area of Puskesmas Kecamatan Cakung. Further regression analysis shows that transformational leadership has a positive and significant influence on employee engagement, which also has a positive and significant effect on organizational commitment. Further mediation analysis prove that transformational leadership has greater effect on organizational commitment than is mediated by employee engagement.