

Pengaruh Personality Trait terhadap Employee Engagement dengan Variabel Moderasi Authentic Leadership, Studi Work from Home pada Pegawai Fungsional Kantor Pusat BUMN Jasa Survei di Masa Pandemi COVID-19 = The Influence of Personality Trait on Employee Engagement with Moderation Variables Authentic Leadership, Studies Work from Home on functional employees at the Head Office of the Survey State-Owned Enterprise (BUMN) During the COVID-19 Pandemic era.

Reza Nabila, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20525396&lokasi=lokal>

Abstrak

Pandemi COVID-19 mengharuskan perusahaan untuk menerapkan sistem kerja dari rumah atau Work from Home (WfH) untuk memutus mata rantai penyebaran virus corona. Hal ini berdampak pada tingkat keterikatan karyawan pada perusahaan. Penelitian ini bertujuan untuk menganalisis pengaruh variabel kepribadian dengan menggunakan Big 5 Personality Traits dan Honesty-humility yang dimoderasi dengan variabel kepemimpinan otentik terhadap tingkat keterikatan pegawai ditempat kerja mereka. Penelitian ini menggunakan metode kuantitatif dengan instrumen e-kuesioner (Google Form) dan disebarluaskan kepada pegawai fungsional di kantor pusat BUMN Jasa Survei. Teknik pengambilan sampel berupa nonprobability sampling dengan jenis purposive sampling dengan jumlah 159 pegawai tetap fungsional di Kantor Pusat BUMN Jasa Survei. Hasil penelitian ini menunjukkan bahwa terdapat hubungan antara variabel personality trait dengan variabel employee engagement serta menunjukkan bahwa Variabel authentic leadership dapat memoderasi hubungan antara variabel personality trait dengan variabel employee engagement. Studi ini merekomendasikan agar perusahaan dapat mempertahankan tingkat kejujuran dan kerendahan hati pada pegawai fungsional dengan menciptakan lingkungan kinerja yang kondusif. Selain itu, pimpinan harus menjadi role model bagi para pegawai dan mendorong pegawai untuk berani menyuarakan pandangan mereka.

.....The COVID-19 pandemic requires companies to implement a Work from Home (WFH) system to break the chain of the spread of the coronavirus. This study impacts the level of employee engagement with the company. This study aims to analyze the effect of personality variables using Big 5 Personality Traits and Honesty-humility moderated by authentic leadership variables on the level of employee engagement in their workplace. This study aims to analyze the effect of personality variables using Big 5 Personality Traits and Honesty-humility moderated by authentic leadership variables on the level of employee engagement in their workplace. This study uses a quantitative method with an e-questionnaire instrument (Google Form) and is distributed to functional employees at the head office of Survey State-Owned Enterprise (BUMN). The sampling technique was non-probability sampling with purposive sampling type with a total of 159 functional employees at the Head Office of the Survey State-Owned Enterprise (BUMN). The quantitative data collected were then analyzed using SPSS Software to perform regression analysis. The results of this study indicate that the personality trait has a positive relationship with employee engagement and the authentic leadership variable can moderate the relationship between the personality trait and the employee engagement. This study recommends that companies maintain a level of honesty and humility in functional

employees by creating a conducive performance environment. In addition, leaders must be role models for employees and encourage employees to dare to voice their views.