

# Hubungan antara Transformational Leadership dan Self-efficacy pada Karyawan Perempuan di Jabodetabek: Peran Mediasi Workgroup Inclusivity = Relationship between Transformational Leadership and Self-efficacy for Female Workers in Jabodetabek: The Role of Workgroup Inclusivity Mediation

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## Abstrak

Praktik workgroup inclusivity diperlukan agar karyawan perempuan dapat berkontribusi secara maksimal. Performa karyawan dapat dipengaruhi oleh gaya kepemimpinan, iklim organisasi, dan self-efficacy karyawan. Penelitian ini merupakan penelitian korelasional non eksperimental kuantitatif untuk mengetahui peran workgroup inclusivity sebagai mediator pada hubungan antara transformational leadership dengan self-efficacy. Partisipan dalam penelitian ini berjumlah 144 karyawan perempuan yang bekerja di perusahaan dengan mayoritas karyawan laki-laki pada rentang usia 21 - 57 tahun di daerah Jabodetabek dengan pengalaman kerja minimal 1 tahun. Hasil penelitian menunjukkan bahwa terdapat pengaruh transformational leadership terhadap self-efficacy melalui mediasi penuh dari inklusivitas ( $c' = 0.0112$ ,  $SE = 0.0355$ ,  $p = 0.7516$ ,  $CI[-0.0588, 0.0813]$ ). Adanya penemuan ini membuat workgroup inclusivity dan transformational leadership menjadi penting untuk dipraktikkan oleh perusahaan agar karyawan perempuan memiliki self-efficacy yang baik.

.....The practice of workgroup inclusivity is necessary so that female employees can contribute maximally. Employee performance can be influenced by leadership styles, organizational climate, and employee self-efficacy. This study is a non-experimental quantitative correlational research to determine the role of workgroup inclusivity as a mediator in the relationship between transformational leadership and self-efficacy. The participants in this study were 144 female employees who worked in companies with a majority of male employees, aged between 21 and 57 years, in the Jabodetabek region, with a minimum work experience of 1 year. The research results showed that there is an influence of transformational leadership on self-efficacy through the full mediation of inclusivity ( $c' = 0.0112$ ,  $SE = 0.0355$ ,  $p = 0.7516$ ,  $CI[-0.0588, 0.0813]$ ). This finding highlights the importance of practicing workgroup inclusivity and transformational leadership by companies to ensure that female employees have good self-efficacy.