

Peran Inklusi Sebagai Mediator Pada Hubungan Authentic Leadership dan Work Engagement Pada Pekerja Wanita di Jabodetabek = The Role of Inclusion as a Mediator in the Relationship between Authentic Leadership and Work Engagement among Female Workers in Jabodetabek

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Abstrak

Indonesia memiliki tingkat produktivitas yang masih rendah dibandingkan dengan negara lainnya. Produktivitas dapat ditingkatkan melalui work engagement. Penelitian ini merupakan penelitian kuantitatif non eksperimental cross sectional yang bertujuan untuk melihat bagaimana peran mediasi inklusi pada hubungan authentic leadership dan work engagement. Partisipan penelitian ini merupakan 145 pekerja wanita yang bekerja di lingkungan mayoritas laki-laki. Alat ukur yang digunakan adalah Authentic leadership Questionnaire (ALQ), Utrecht Work Engagement Scale-9 (UWES-9), dan workgroup inclusion. Analisis mediasi menggunakan Hayes PROCESS macro SPSS ver. 25 menunjukkan bahwa terdapat mediasi penuh dalam hubungan authentic leadership dan work engagement dengan mediator inklusi ($c' = 0.05$, $SE = 0.06$, $p = 0.44$, $CI [-0.072, 0.165]$; $c=0.30$ $SE= 0.06$, $p = 0.00$, $CI [0.174, 0.427]$). Dapat disimpulkan bahwa authentic leadership memengaruhi work engagement melalui mediasi inklusi. Oleh karena itu, perusahaan perlu menciptakan persepsi inklusi dan kepemimpinan yang bersifat Authentic sehingga dapat meningkatkan work engagement pada karyawan wanita dalam lingkungan yang mayoritas pria di Jabodetabek.

.....Indonesia has a lower level of productivity compared to other countries. Productivity can be enhanced through work engagement. This study is a non-experimental cross-sectional quantitative research that aims to examine the mediating role of inclusion in the relationship between authentic leadership and work engagement. The participants of this study were 145 female workers who work in predominantly male environments. The measurement tools used were the Authentic Leadership Questionnaire (ALQ), Utrecht Work Engagement Scale-9 (UWES-9), and workgroup inclusion. The mediation analysis using Hayes PROCESS macro SPSS ver. 25 showed that there was full mediation in the influence of authentic leadership on work engagement with inclusion as the mediator ($c' = 0.05$, $SE = 0.06$, $p = 0.44$, $CI [-0.072, 0.165]$; $c = 0.30$ $SE = 0.06$, $p = 0.00$, $CI [0.174, 0.427]$). It can be concluded that authentic leadership influences work engagement through full mediation by inclusion. Therefore, companies need to create an inclusive environment and implement authentic leadership to enhance work engagement among female workers in male dominant environment around Jabodetabek.