

Pengaruh Authentic Leadership Terhadap Employee Engagement Pada Pegawai Hotel "X" Di Bali = The Effect of Authentic Leadership on Employee Engagement in "X" Hotel Employees in Bali

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Abstrak

Employee engagement menjadi poin penting dalam melihat bagaimana pegawai merasakan keterikatan terhadap pekerjaannya dan begitupun dengan pihak perusahaan yang dapat berupaya untuk membuat pegawainya merasakan keterikatan dengan pekerjaannya dan juga perusahaan. Employee engagement dapat meningkatkan budaya kerja, mengurangi rotasi pegawai, meningkatkan produktivitas, hingga membangun hubungan kerja yang lebih baik. Employee engagement merupakan salah satu aspek penting yang harus menjadi perhatian bagi para perusahaan maupun organisasi. Terdapat berbagai macam aspek yang dapat mempengaruhi employee engagement, salah satunya adalah authentic leadership. Penelitian-penelitian terdahulu mengenai pengaruh authentic leadership terhadap employee engagement menunjukkan bahwa authentic leadership memiliki pengaruh yang positif terhadap employee engagement. Penelitian ini bertujuan untuk menganalisis pengaruh Authentic Leadership terhadap Employee Engagement pada pegawai Hotel "X" di Bali. Penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan instrumen kuesioner. Penelitian ini memperoleh 75 responden yang diperoleh menggunakan teknik total sampling pada satu hotel di Bali. Penelitian ini menggunakan metode olah data kuantitatif yaitu analisis deskriptif uji mean, dan uji regresi linear sederhana. Hasil penelitian ini menunjukkan bahwa authentic leadership berpengaruh positif terhadap employee engagement. Penelitian ini membuktikan bahwa authentic leadership mampu memberikan pengaruh positif kepada employee engagement.

.....Employee engagement is an important point in seeing how employees feel attached to their work and the same goes for companies that can try to make their employees feel attached to their work and the company. Employee engagement can improve work culture, reduce employee rotation, increase productivity, and build better work relationships. Employee engagement is an important aspect that must be a concern for companies and organizations. There are various aspects that can affect employee engagement, one of which is authentic leadership. Previous studies regarding the effect of authentic leadership on employee engagement show that authentic leadership has a positive effect on employee engagement. This study aims to analyze the effect of Authentic Leadership on Employee Engagement among "X" Hotel employees in Bali. This study used a quantitative approach by distributing questionnaires as instruments. This study obtained 75 respondents who were obtained using a total sampling technique at one hotel in Bali. This study uses quantitative data processing methods, namely descriptive analysis of the mean test, and simple linear regression tests. The results of this study indicate that authentic leadership has a positive effect on employee engagement. This study proves that authentic leadership can have a positive influence on employee engagement.