

Pengaruh Transformational Leadership dan Emotional Intelligence terhadap Organizational Citizenship Behavior dengan Mediasi Work Engagement di Kementerian Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi Republik Indonesia = The Effect of Transformational Leadership and Emotional Intelligence on Organizational Citizenship Behavior with Mediation of Work Engagement at Ministry of Villages, Development of Disadvantaged Regions, and Transmigration

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Abstrak

Tujuan dari studi ini untuk menguji dan menganalisis pengaruh dari transformational leadership dan emotional intelligence terhadap organizational citizenship behavior dengan mediasi work engagement. Pengujian dilakukan pada 260 pegawai yang tersebar pada 8 unit kerja eselon I. Pendekatan penelitian dalam studi ini dilakukan melalui teknik partial least squares structural equation modeling (PLS-SEM). Pengolahan penelitian ini menggunakan software SmartPLS 4 Secara keseluruhan hasil pengujian hamper seluruh hipotesis dalam penelitian ini menunjukkan bahwa data mendukung model. Hasil temuan penelitian ini mengungkapkan bahwa transformational leadership tidak memiliki pengaruh langsung yang positif terhadap organizational citizenship behavior. Namun, emotional intelligence serta work engagement memiliki pengaruh langsung terhadap organizational citizenship behavior. Selain itu hasil temuan studi ini menunjukkan bahwa work engagement berperan sebagai mediasi komplementer (complementary mediation) dalam model studi ini. Dengan demikian hasil studi ini menunjukkan bahwa kepemimpinan yang transformasional yang didukung juga dengan kecerdasan emosional pegawai tersebut dapat membuat pegawai terlibat dalam pekerjaan, dimana hal tersebut membuat perilaku kewarganegaraan organisasi meningkat.

.....The purpose of this study is to test and analyze the effect of transformational leadership and emotional intelligence on organizational citizenship behavior with mediation of work engagement. Tests were conducted on 260 employees spread across 8 (eight) echelon I work units. The research approach in this study was conducted through partial least squares structural equation modeling (PLS-SEM) technique. Overall, the results of testing almost all hypotheses in this study show that the data support the model. The findings of this study reveal that transformational leadership does not have a positive direct effect on organizational citizenship behavior. However, emotional intelligence and work engagement have a direct influence on organizational citizenship behavior. In addition, the findings of this study show that work engagement acts as a complementary mediation in this study model. Thus the results of this study indicate that transformational leadership which is also supported by the emotional intelligence of employees can make employees engaged in work, where it makes organizational citizenship behavior increase.