

Peran Leader Group Prototypicality dan Leader Personal Power Terhadap Work Engagement Aparatur Sipil Negara Milenial

*The Role of Leader Group Prototypicality and Leader Personal Power
Towards Work Engagement Among Millennials of State Civil Apparatus*

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Abstrak. Sebagian besar organisasi pemerintahan di Indonesia saat ini didominasi oleh aparatur sipil negara (ASN) milenial, yang dituntut berkinerja tinggi untuk mendukung kinerja dan pencapaian tujuan organisasi serta kualitas pelayanan publik. *Work engagement* merupakan kondisi psikologis positif yang harus dipenuhi untuk mencapai hal-hal tersebut. Kondisi individu yang *not engaged* dan *actively disengaged* dapat memunculkan konsekuensi yang merugikan organisasi maupun masyarakat pengguna layanan publik sehingga diperlukan upaya meningkatkan dan mempertahankan stabilitas *work engagement* melalui peran pemimpin yang efektif. Penelitian ini bertujuan untuk menyelidiki peran *leader group prototypicality* dan *leader personal power* terhadap *work engagement*. Data kuantitatif dikumpulkan dari 104 ASN milenial yang bekerja di sebuah organisasi pemerintahan di Indonesia dengan metode survei secara daring. Analisis regresi linear berganda mengungkap bahwa *leader group prototypicality* dan *leader personal power* secara simultan berperan positif dan signifikan dalam memprediksi *work engagement* ($F = 13,890$; $p < 0,05$). Penelitian ini memberikan implikasi perlunya mempromosikan aspek prototipikalitas dan kekuatan personal dalam proses perencanaan dan pengembangan kepemimpinan yang berdampak langsung pada *work engagement*.

Kata kunci: *work engagement, leader group prototypicality, leader personal power*

Abstract. Most government organizations in Indonesia are currently dominated by millennials of state civil apparatus who are demanded to be high-performing in order to improve organizational performance and goals as well as quality of public services. *Work engagement* is a positive psychological state that has to be fulfilled to enhance these things. However, not engaged and actively disengaged employees can detrimentally lead the consequences for organization and society as public services customer, therefore the role of effective leader is encouraged to enhance and maintain the stability of *work engagement*. This research aimed to investigate the role of *leader group prototypicality* and *leader personal power* towards *work engagement*. Quantitative self-report data were collected by online survey from 104 Indonesian millennials of state civil apparatus working in a state government organization. Multiple linear regression analysis revealed a positive and significant role of both *leader group prototypicality* and *leader personal power* simultaneously in predicting *work engagement* ($F = 13,890$; $p < 0,05$). The implication of study is the importance to promote prototypicality and personal power aspects in the process of leadership planning and development impacting directly to *work engagement*.

Keywords: *work engagement, leader group prototypicality, leader personal power*