

Hubungan Antara Kepemimpinan Transformasional dan Work Engagement pada Karyawan Generasi Z

The Relationship between Transformational Leadership and Work Engagement in Generation Z Employees

Oktafanny Prima Aurinnisa Purwanto, Noor Siti Rahmani
Fakultas Psikologi, Universitas Gadjah Mada

Abstrak

Saat ini sebagian besar generasi Z sudah mulai memasuki usia kerja dan dianggap menjadi generasi paling muda di lingkungan kerja. Pentingnya *work engagement* di dunia kerja memunculkan urgensi untuk memahami faktor-faktor yang dapat meningkatkan *work engagement*, terlebih pada generasi Z yang nantinya akan mendominasi dunia kerja. Kepemimpinan transformasional dianggap menjadi salah satu faktor yang dapat meningkatkan *work engagement*. Penelitian ini dilakukan untuk mengetahui apakah terdapat hubungan antara kepemimpinan transformasional dan *work engagement* pada karyawan generasi Z. Terdapat dua skala yang digunakan yaitu *Utrecht Work Engagement Scale* (UWES-9) untuk mengukur variabel *work engagement* dan *Multifactor Leadership Questionnaire* (MLQ) untuk mengukur variabel kepemimpinan transformasional. Partisipan dalam penelitian ini berjumlah 150 karyawan generasi Z yang telah bekerja minimal tiga bulan. Analisis hipotesis yang telah dilakukan menggunakan teknik korelasi Product Moment dari Karl Pearson menunjukkan adanya hubungan yang cukup kuat dan searah antara kedua variabel ($r = 0.509$; $p = 0.000$).

Kata kunci: *generasi Z, work engagement, kepemimpinan transformasional*

Abstract

This era most of Generation Z have been include to working age and the youngest generation in the workplace. The importance of work engagement in the workplace raises the urgency to understand the factors that can increase work engagement, especially in Generation Z, which will dominate the workplace. Transformational leadership are considered to be one of the factors that can increase work engagement. This research was conducted to determine whether there is a relationship between transformational leadership and work engagement in Generation Z employees. There are two scales were used, Utrecht Work Engagement Scale (UWES-9) to measure work engagement variables and Multifactor Leadership Questionnaire (MLQ) to measure transformational leadership variables. The participants in this study were 150 gen z employees who had worked for at least three months. The hypothesis analysis using Product Moment correlation from Karl Pearson shows that there is a fairly strong and unidirectional relationship between two variables ($r = 0.509$; $p = 0.000$).

Keywords: *generation Z, work engagement, transformational leadership*