

Peran Dimensi Kepemimpinan Transformasional terhadap Kepuasan Kerja pada Dosen Perguruan Tinggi Swasta di Provinsi Daerah Istimewa Yogyakarta

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Abstrak. Penelitian ini bertujuan memahami peran dimensi kepemimpinan transformasional terhadap kepuasan kerja dosen Perguruan Tinggi Swasta (PTS) di Daerah Istimewa Yogyakarta. Di tengah tuntutan tridharma, beban publikasi, dan keterbatasan struktural PTS, kepuasan kerja menjadi faktor penting dalam menjaga kualitas akademik. Kepemimpinan transformasional dinilai relevan karena mampu memberikan arah, perhatian personal, dan dukungan emosional sehingga dosen merasa dihargai serta terhubung dengan tujuan institusi. Penelitian ini menggunakan pendekatan kuantitatif dengan desain cross-sectional pada 133 dosen tetap PTS melalui *purposive sampling*. Data dikumpulkan menggunakan *Multifactor Leadership Questionnaire* (MLQ) dan *Job Descriptive Index* (JDI) secara daring. Hasil menunjukkan kepemimpinan transformasional berkontribusi sebesar 53,7% terhadap kepuasan kerja. Dimensi *inspirational motivation* menjadi aspek paling dominan, diikuti *idealized influence* dan *individualized consideration*, sedangkan *intellectual stimulation* tidak signifikan. Temuan ini menegaskan pentingnya kepemimpinan yang inspiratif, empatik, dan suportif dalam meningkatkan kesejahteraan serta motivasi dosen PTS.

Kata kunci : *kepuasan kerja, kepemimpinan transformasional, dosen perguruan tinggi swasta.*

Abstract. This study aims to examine the role of transformational leadership dimensions in predicting job satisfaction among lecturers at private universities in the Special Region of Yogyakarta. Amid the demands of the tridharma, publication pressures, and structural limitations commonly faced by private institutions, job satisfaction becomes crucial for sustaining academic quality. Transformational leadership is considered relevant as it provides clear direction, individualized attention, and emotional support, fostering lecturers' sense of value and alignment with institutional goals. This quantitative study

employed a cross-sectional design involving 133 full-time lecturers selected through purposive sampling. Data were collected online using the Multifactor Leadership Questionnaire (MLQ) and the Job Descriptive Index (JDI). The results indicate that transformational leadership explains 53.7% of the variance in job satisfaction. Inspirational motivation emerged as the strongest predictor, followed by idealized influence and individualized consideration, while intellectual stimulation was not significant. These findings highlight the importance of inspirational and supportive leadership in enhancing lecturers' well-being and motivation.

Keywords: transformational leadership, job satisfaction, lecturers, private universities.