

PERAN KEPEMIMPINAN TRANSFORMASIONAL TERHADAP WORK ENGAGEMENT PADA KARYAWAN PT. MEKAR ARMADA JAYA

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INTISARI

Penelitian ini bertujuan untuk menguji secara empiris peran kepemimpinan transformasional terhadap *work engagement* dengan subjek karyawan bagian produksi di karoseri PT. Mekar Armada Jaya (New Armada). Hipotesis yang diajukan dalam penelitian ini adalah “kepemimpinan transformasional berperan positif dalam memprediksi *work engagement* pada karyawan PT. Mekar Armada Jaya”. Alat ukur yang digunakan dalam penelitian ini merupakan skala *Utrecht Work Engagement Scale* (UWES), dan *Multifactor Leadership Questionnaire* (MLQ) sub skala kepemimpinan transformasional yang telah diadaptasi. Analisis regresi linier sederhana dilakukan pada data empiris dari 120 karyawan pada bagian produksi PT. Mekar Armada Jaya. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional memberikan peran positif terhadap *work engagement* ($F=42,096$, $R=0,513$, $p<0,01$), dan sumbangan efektif variabel kepemimpinan transformasional terhadap *work engagement* yaitu sebesar 26,3%. Aspek *inspirational motivation* dan *idealized influence* merupakan prediktor yang signifikan terhadap *work engagement* di antara aspek kepemimpinan transformasional lainnya. Analisis statistik pendamping dilakukan pada data demografis karyawan dan ditemukan terdapat perbedaan tingkat *work engagement* ketika karyawan dikelompokkan berdasarkan masa kerja.

Kata kunci: karyawan, kepemimpinan transformasional, *work engagement*

***THE ROLE OF TRANSFORMATIONAL LEADERSHIP IN WORK
ENGAGEMENT AMONG PT. MEKAR ARMADA JAYA EMPLOYEES***

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ABSTRACT

This research aims to empirically examine the role of transformational leadership in work engagement of an autobody manufacturing company employees, PT. Mekar Armada Jaya. The hypothesis of this study states that transformational leadership has positive role in work engagement of employees who work in production division of PT. Mekar Armada Jaya. The adapted Utrecht Work Engagement Scale (UWES), and transformational leadership sub scale of Multifactor Leadership Questionnaire (MLQ) are used in this study. Data obtained from 120 employees working in production division were analyzed using simple linear regression method. The result shows that transformational leadership positively contributes to work engagement of PT. Mekar Armada Jaya employees ($F=42,096$, $R=0,513$, $p<0,01$). Determinant coefficient of transformational leadership towards work engagement is 26,3% ($R^2= 0,263$). Inspirational motivation and idealized influence were found to have the most significant role in work engagement compared to the other aspects of transformational leadership. Additional statistical analyzes performed in employees' demographic data and found there are differences in employees' work engagement level when they are grouped by working tenure.

Keywords: *employee, transformational leadership, work engagement*