

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *servant leadership* dan *conscientiousness personality* terhadap *employee engagement*. Penelitian ini secara spesifik dilakukan untuk melihat pengaruh antar variabel tersebut di sektor rumah sakit. Penelitian ini bersifat *cross-sectional* yang dilakukan terhadap 140 orang pegawai tetap di RSUI YAKSSI Gemolong. Pemilihan sampel secara *purposive sampling* dengan kriteria telah bekerja selama lima tahun. Pengambilan data dilakukan dengan penyebaran kuesioner secara langsung yang dititipkan kepada kepala bagian personalia RSUI YAKSSI Gemolong. Selanjutnya, data primer diolah dan diuji menggunakan metode analisis regresi linear berganda dengan menggunakan alat analisis *Statistical Package for the Social Sciences* (SPSS). Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan metode survei. Metode analisis yang digunakan untuk mengukur model dan hipotesis yang diajukan adalah metode regresi linear berganda. Hasil pengujian membuktikan bahwa: a) *Servant leadership* berpengaruh positif dan signifikan terhadap *employee engagement* ($\beta = 0,564$; $Sig = 0,001 < 0,05$), b) *Conscientiousness personality* berpengaruh positif dan signifikan terhadap *employee engagement* ($\beta = 0,322$; $Sig = 0,001 < 0,05$).

Kata Kunci: *Servant leadership*, *conscientiousness personality*, *employee engagement*, pegawai tetap, rumah sakit.

ABSTRACT

This study aims to examine servant leadership and conscientiousness personality for employee engagement. This research is specifically conducted to find the influence between these variables in the hospital sector. This research is a cross-sectional study conducted on 140 permanent employees at RSUI YAKSSI Gemolong. The sample selection was done using purposive sampling. The main criteria is permanent employees that have worked for five years. Data was collected by distributing questionnaires directly entrusted to the head of personnel in RSUI YAKSSI Gemolong. Furthermore, primary data is processed and tested using the Statistical Package for the Social Sciences (SPSS). This research uses a quantitative approach using survey methods. The analytical method used to measure the model and the proposed hypothesis is the multiple linear regression method. The test results prove that: a) Servant Leadership has a positive and significant effect on employee engagement ($\beta = 0,564$; $Sig = 0,001 < 0,05$), b) Conscientiousness personality has a positive and significant effect on employee engagement ($\beta = 0,322$; $Sig = 0,001 < 0,05$).

Keywords: Servant leadership, conscientiousness personality, employee engagement, permanent employees, hospital