

INTISARI

Penelitian bertujuan untuk menganalisis apakah pengaruh Nilai Penting Kerja dan Kepemimpinan Melayani terhadap Keterikatan Pegawai dimoderasi oleh Generasi. Analisis dilakukan dengan uji hipotesis dari pertanyaan penelitian berupa (1) apakah Nilai Penting Kerja berpengaruh terhadap Keterikatan Pegawai? (2) apakah Kepemimpinan Melayani berpengaruh terhadap Keterikatan Pegawai? (3) apakah Generasi memoderasi pengaruh Nilai Penting Kerja terhadap Keterikatan Pegawai? dan apakah Generasi memoderasi pengaruh Kepemimpinan Melayani terhadap Keterikatan Pegawai?

Subjek penelitian adalah pegawai PT. Antam (Persero) Tbk, Unit Bisnis Pertambangan Nikel Sulawesi Tenggara. Analisis dilakukan terhadap 314 responden pegawai tetap pada bulan November 2016. Survey dilakukan dengan metode *simple random sampling* dengan dua cara yaitu online melalui email dan manual cetak.

Penelitian menggunakan instrumen kuesioner *Work Centrality Scale* (Paullay et al, 1994) untuk mengukur Nilai Penting Kerja dengan 12 pernyataan valid dan nilai α cronbach 0,925. Kepemimpinan Melayani diukur menggunakan instrumen kuesioner *Servant Leadership Scale* (Liden et al, 2008) dengan 28 pernyataan valid dan α cronbach 0,973. Dan tingkat Keterikatan Pegawai diukur menggunakan *Utrecht Work Engagement Scale* (UWES) (Schaufeli & Baker, 2003) dengan 16 pernyataan valid dari 17 pernyataan dan α cronbach 0,968.

Hasil analisis menghasilkan kesimpulan bahwa (1) Nilai Penting Kerja signifikan memberikan pengaruh positif terhadap Keterikatan Pegawai, (2) Generasi signifikan memoderasi hubungan Nilai Penting Kerja terhadap Keterikatan Pegawai, (3) Kepemimpinan Melayani tidak signifikan memberikan pengaruh terhadap Keterikatan Pegawai dan (4) Generasi tidak signifikan memoderasi hubungan Kepemimpinan Melayani terhadap Keterikatan Pegawai. Analisis tambahan memberikan hasil bahwa terdapat perbedaan yang signifikan antara Generasi X dan Generasi Y untuk masing-masing variabel Nilai Penting Kerja, Kepemimpinan Melayani dan Keterikatan Pegawai.

Kata kunci: Nilai Penting Kerja, Kepemimpinan Melayani, Keterikatan Pegawai, Generasi, Variabel Moderasi

ABSTRACT

This study aims to analyze whether the effect of Work Centrality and Servant Leadership on Employee Engagement is moderated by Generation. The analysis was performed to test the hypothesis of the research questions, which are (1) whether Work Centrality have influence on Employee Engagement? (2) whether the Servant Leadership have influence on Employee Engagement? (3) whether the Generation have moderation effect on Work Centrality influence on Employee Engagement? and whether the Generation have moderation effect on Servant Leadership influence on Employee Engagement?

The subjects are the employees of PT. Antam (Persero) Tbk, Nickel Mining Business Unit South East Sulawesi. Analysis was conducted on 314 respondents permanent employees in November 2016. The survey was conducted using simple random sampling in two ways, online via email and printed manual.

The study used a questionnaire instrument with Work Centrality Scale (Paullay et al, 1994) to measure the Work Centrality with 12 valid statement and cronbach α value of 0.925. Servant Leadership measured by a questionnaire with Servant Leadership Scale (Liden et al, 2008) with 28 valid statement and cronbach α value 0.973. Employee Engagement measured using the Utrecht Work Engagement Scale (Uwes) (Schaufeli & Baker, 2003) with 16 valid statement of 17 statements and cronbach α value 0.968.

The analysis found that (1) The Work Centrality provides significant positive effect on Employee Engagement, (2) Generation significantly have moderation effect to the relationship of Work Centrality on Employee Engagement, (3) Servant Leadership does not significantly impact the Employee Engagement and (4) Generation are not significantly have moderation effect to the relationship of Servant Leadership on Employee Engagement. Additional analysis gives result that there are significant differences between Generation X and Generation Y for each variable Work Centrality, Servant Leadership and Employee Engagement.

Keywords: *Work Centrality, Servant Leadership, Employee Engagement, Generation, Moderator Variable*