

EFIKASI DIRI SEBAGAI MEDIATOR ANTARA KEPEMIMPINAN OTENTIK DAN WORK ENGAGEMENT PADA KARYAWAN

Abstrak

Studi ini bertujuan untuk menguji peranan potensial efikasi diri sebagai mediator antara kepemimpinan otentik dan *work engagement* pada karyawan. Penelitian ini menganalisis 61 karyawan Fakultas Psikologi Universitas Gadjah Mada yang minimal bekerja 2 dan memiliki status karyawan permanen atau berstatus PNS. Data penelitian dikumpulkan melalui kuesioner yang terdiri atas kuesioner kepemimpinan otentik, skala *work engagement*, dan skala efikasi. Pengujian hubungan mediasi dilakukan dengan menggunakan model regresi linier antara variabel tergantung (*work engagement*) dan variabel bebas (*work engagement* dan efikasi diri). Hasil penelitian ini menunjukkan bahwa hubungan antara kepemimpinan otentik dan *work engagement* dengan efikasi diri sebagai mediator tidak terbukti ($p > .05$). Hasil penelitian ini juga menunjukkan tidak ada hubungan yang signifikan antara kepemimpinan otentik dan efikasi diri ($p > .05$). Efikasi diri dalam hal ini memiliki hubungan langsung dalam memprediksi *work engagement*. Walaupun demikian, efikasi diri secara bersama-sama memiliki relasi positif dalam memprediksi *work engagement* ($R = 0.431$; $F = 6.641$; $p < .05$)

Kata kunci: kepemimpinan otentik, *work engagement*, efikasi diri.

SELF EFFICACY AS MEDIATOR BETWEEN AUTHENTIC LEADERSHIP AND EMPLOYEE'S WORK ENGAGEMENT

Abstract

The objective of this study is to examine the role of self efficacy as a potential mediator between authentic leadership and work engagement of the employee. 61 employees that have worked at least for 2 years at Faculty of Psychology Universitas Gadjah Mada and have a permanent status employee as a registered civil servants were analyzed in this research. Data collected using self-reported questionnaire which consisted of authentic leadership questionnaire, work engagement scale and self efficacy scale. Fit linear regression models were used to test for mediation between dependent variable (work engagement) and independent (authentic leadership and self efficacy). The results showed that relationship between authentic leadership and work engagement with self-efficacy as mediator is not proven ($p > .05$). The resulting data also showed that there is no significant correlation between authentic leadership and self-efficacy ($p > .05$). Self-efficacy has been found to directly predict work engagement. Meanwhile, authentic leadership has shown to have no direct effect on work engagement. Nevertheless, self-efficacy together with authentic leadership have been found to positively predict work engagement ($R = 0.431$; $F = 6.641$; $p < .05$)

Keyword: authentic leadership, work engagement, self-efficacy.