

INTISARI

Kepemimpinan etis (*Ethical Leadership*) menjadi salah satu isu terbaru dari kajian kepemimpinan. Kepemimpinan etis muncul dilatarbelakangi oleh adanya pemikiran bahwa esensi dari kepemimpinan adalah pengaruh. Kepemimpinan merupakan salah satu faktor penentu dalam usaha perusahaan menciptakan *employee engagement*. Di dalam membangun *engagement*, peran pemimpin adalah meningkatkan motivasi, kepuasan kerja dan komitmen serta dapat mengurangi tingkat stress kerja karyawan.

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan etis, *employee engagement*, dan motivasi pelayanan publik di lingkungan Pemerintah Provinsi DKI Jakarta. Penelitian merupakan penelitian kuantitatif. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 156 responden yang terdiri dari Lurah dan Camat.

Berdasarkan hasil analisis menggunakan metode analisis regresi linier berganda diperoleh adanya hubungan yang positif dan signifikan antara kepemimpinan etis dan *employee engagement*, kepemimpinan etis berpengaruh positif terhadap motivasi pelayanan publik, motivasi pelayanan publik berpengaruh secara positif terhadap *employee engagement*, dan motivasi pelayanan publik merupakan variabel mediasi parsial antara kepemimpinan etis dan *employee engagement*.

Kata Kunci : Kepemimpinan etis, *Employee Engagement*, Motivasi Pelayanan Publik

ABSTRACT

Ethical Leadership has become one of the latest issue of leadership studies. Ethical leadership emerged by the idea that the essence of leadership is influence. Leadership is one of the deciding factors in the company's business to create employee engagement. In building engagement, the role of the leader is to improve motivation, job satisfaction and commitment and can reduce employee stress levels.

This study aimed to analyze the influence of ethical leadership, employee engagement and motivation of public service motivation in the Government of DKI Jakarta. This study is quantitative research. The data was collected by distributing questionnaires to 156 respondents consisting of village chief and district head.

Based on the analysis using regression analysis method in this study was obtained that there is a positive and significant correlation between ethical leadership and employee engagement, ethical leadership has positive correlation on the motivation of public service, motivation of public service has positive effect on employee engagement and motivation of public service is a partial mediation between ethical leadership and employee engagement.

Keywords : Ethical Leadership, Employee Engagement, Public Service Motivation