

INTISARI

Penelitian ini ditujukan untuk menguji pengaruh *servant leadership* dan *engagement* karyawan terhadap komitmen afektif pada karyawan Gereja Paroki di wilayah Kevikepan Semarang. Metode pengumpulan data yang digunakan dalam penelitian ini adalah metode survei melalui penyebaran kuesioner. Penelitian menggunakan sampel jenuh atau mengambil seluruh anggota populasi dengan kriteria seluruh karyawan tetap paroki yang berada di Kevikepan Semarang sebanyak 82 karyawan.

Uji validitas dan reliabilitas kuesioner menunjukkan bahwa kuesioner valid dan reliabel untuk digunakan. Berdasarkan hasil analisis sebaran kuesioner diketahui penilaian responden terhadap *servant leadership*, *engagement* karyawan dan komitmen afektif masing-masing berada pada kategori tinggi. Berdasarkan koefisien korelasi diketahui bahwa data tidak dipengaruhi oleh problem kolinearitas yang serius. Berdasarkan hasil uji hipotesis dengan menggunakan regresi linier berganda menunjukkan bahwa *servant leadership* dan *engagement* karyawan masing-masing berpengaruh positif secara signifikan terhadap komitmen afektif karyawan paroki.

Kata-kata kunci: *servant leadership*, *engagement* karyawan, komitmen afektif

ABSTRACT

This study aimed to examine the effect of servant leadership and employee engagement to affective commitment Parish Church employee in Kevikepan Semarang region. Data collection used in this research is the survey method through questionnaires. The study used a sample of saturated or take all members of the population with the criteria of all permanent employees as much as 82 employees.

Validity and reliability of the questionnaire showed that the questionnaire is valid and reliable to use. Based on the results of the analysis of the distribution of questionnaires known to the respondents' assessment of the servant leadership, engagement and commitment affective karyawan respectively at the high category. Based on the correlation coefficient is known that the data was not affected by collinearity serious problem. Based on the results of hypothesis testing using multiple linear regression showed that servant leadership and employee engagement respectively positive and significant effect on employee affective commitment.

Keywords: servant leadership, employee engagement, affective commitment