

ABSTRACT

This study aims to determine and analyze the effect of transformational leadership and human resource development on job satisfaction and its impact on work engagement. This type of research is conducted using a quantitative approach. The sample method used is non-probability sampling with the sampling technique using saturated sampling. Thus, the total sample size was 176 samples. The data analysis method in this study uses structural equation modeling (SEM) analysis using the Lisrel 7.8 statistical program.

The results of the study found that transformational leadership and human resource development had a positive and significant effect on job satisfaction. Transformational leadership, human resource development and job satisfaction have a positive and significant effect on work engagement. This research has a contribution to PT. Wijaya Karya (Persero) Tbk (WIKA). In this case, company leaders must be able to listen to various difficulties and complaints of employees regarding work. Therefore it is important for superiors and subordinates to work together to solve employee problems in the office so that employee performance is maintained and company productivity increases. In addition, the company also carries out formal training and education activities.

Keywords : *Transformational Leadership, HR Development, Job Satisfaction, Work Engagement.*