

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari gaya kepemimpinan *empowering leadership style* terhadap kepuasan kerja pegawai yang dimediasi oleh modal psikologis, *Psychological well-being* dan keterikatan kerja pegawai pada organisasi pemerintah. Penelitian ini menggunakan data hasil survey sebanyak 129 responden yang berasal dari pegawai pemerintahan di Indonesia. Penelitian ini menggunakan analisis faktor konfirmatori untuk menguji validitas konvergen dari ukuran konstruk menggunakan metode analisis *Partial Least Square (PLS) Algoritma* untuk memperkirakan kesesuaian model yang telah dihipotesiskan. Hasil penelitian menemukan bahwa gaya kepemimpinan *empowering leadership style* berpengaruh signifikan terhadap modal psikologi, keterikatan kerja dan *psychological well-being* pegawai. Peran dari Modal psikologi pegawai menjadi faktor mediasi yang baik antara *empowering leadership style* dengan *psychological well-being* dan keterikatan kerja pegawai. Hasil penelitian ini juga menemukan bahwa peran mediasi modal psikologis pegawai tidak berpengaruh secara signifikan terhadap hubungan antara *empowering leadership style* dengan kepuasan kerja pegawai, namun peran dari mediasi *psychological well-being* dan keterikatan kerja menjadi variabel mediasi yang baik terhadap hubungan antara *empowering leadership style* terhadap kepuasan kerja pegawai. Hasil dari penelitian ini diharapkan dapat bermanfaat secara akademis maupun manajerial bagi organisasi pemerintahan di Indonesia.

Kata kunci : *empowering leadership style*, modal psikologis, *psychological well-being*, keterikatan kerja dan kepuasan kerja pegawai.

ABSTRACT

The purpose of this study was to determine the effect of empowering leadership style leadership on employee job satisfaction mediated by psychological capital, psychological well-being, and employee work engagement in government organizations. The study draws on survey data with 129 respondents from employees in Indonesia government agency. Confirmatory factor analysis was conducted to examine the convergent validity of the construct measures. Partial least square (PLS) Algorithm was used to estimate the fit of the hypothesized model to the data. The research found that empowering leadership has a significant effect on the psychological capital, work engagement, and psychological well-being of employees. The role of employee psychology capital has a positive influence on the relationship between empowering leadership styles with psychological well-being and employee work engagement. The results of this study also found that the role of employee psychological capital mediation did not significantly influence the relationship between empowering leadership style and employee job satisfaction, but the role mediation of psychological well-being and work engagement became a good mediating variable on the relationship between empowering leadership style and job satisfaction. The results of this research are expected to be useful academically and managerially for government organizations in Indonesia.

Keywords: empowering leadership style, psychological capital, psychological well-being, work engagement, and job satisfaction.