

ABSTRAK

**PENGARUH PERSEPSI GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN
TRANSAKSIONAL TERHADAP *WORK ENGAGEMENT* KARYAWAN BANK
BTN SYARIAH KANTOR CABANG JAKARTA PASAR MINGGU**

Armin Abdurrohim

Program Studi Psikologi

Ketidaktercapaiannya target bisnis sebuah perusahaan menandakan adanya ketidakefektifan jam kerja karyawan dimana hal tersebut merupakan perwujudan dari dampak *work engagement* yang rendah. Salah satu faktor yang diduga dapat mempengaruhi *work engagement* adalah persepsi karyawan terhadap gaya kepemimpinan atasannya. Tujuan penelitian ini ingin mengetahui pengaruh persepsi gaya kepemimpinan transformasional dan transaksional terhadap *work engagement* karyawan Bank BTN Syariah Kantor Cabang Jakarta Pasar Minggu. Rancangan penelitian ini merupakan kuantitatif kausal komparatif. Sampel penelitian pada penelitian ini berjumlah 78 karyawan, sehingga penelitian ini menggunakan teknik sampling jenuh. Alat ukur persepsi gaya kepemimpinan transformasional dan transaksional beserta *work engagement* disusun dalam skala likert. Pada alat ukur persepsi gaya kepemimpinan transformasional dan transaksional terdapat 51 aitem yang valid memiliki nilai reliabilitas (α) 0,980, sedangkan pada alat ukur *work engagement* terdapat 46 aitem yang valid dan memiliki nilai reliabilitas (α) 0,969. Dengan menggunakan analisis regresi berganda diperoleh bahwa tidak ada pengaruh persepsi gaya kepemimpinan transformasional terhadap *work engagement* karyawan dengan nilai Sig (p) 0,240 > 0,05 dan juga tidak ada pengaruh persepsi gaya kepemimpinan transaksional terhadap *work engagement* karyawan dengan nilai Sig (p) 0,611 > 0,05. Berdasarkan hasil analisa tambahan pada kategorisasi *work engagement* didapatkan hasil bahwa mayoritas karyawan memiliki *work engagement* yang rendah yaitu sebesar 53,8%.

Kata Kunci : Persepsi Gaya Kepemimpinan, Transformasional, Transaksional, *Work Engagement*

ABSTRACT

The Influence of Perceptions of Transformational and Transactional Leadership Styles on Work Engagement of Employee of Bank BTN Syariah KC Jakarta Pasar Minggu

Armin Abdurrohim

Psychology Study Program

The failure to achieve a company's business targets indicates the ineffectiveness of employee working hours which is a manifestation of the impact of low work engagement. One of the factors that are thought to influence work engagement is the employee's perception of his superior's leadership style. The purpose of this study was to determine the effect of the perception of transformational and transactional leadership styles on the work engagement of employees of Bank BTN Syariah KC Jakarta Pasar Minggu. This research method is a comparative causal quantitative. The research sample in this study amounted to 78 employees, so this study used a saturated sampling technique. The measurement tool for the perception of transformational and transactional leadership styles along with work engagement is arranged on a Likert scale. In measuring the perception of transformational and transactional leadership styles, there are 51 valid items that have a reliability value (α) of 0.980, while the work engagement measurement tool has 46 valid items and has a reliability value (α) of 0.969. By using multiple regression analysis, it was found that there was no effect of perceptions transformational leadership style on employee's work engagement with a Sig (p) value of $0.240 > 0.05$ and there was also no effect of perceptions transactional leadership style on employee's work engagement with a Sig (p) value of $0.611 > 0.05$. Based on the results of additional analysis on the categorization of work engagement, it was found that the majority of employees had low work engagement, which was 53.8%.

Keywords : Perceptions of Leadership Style, Transformasional, Transaksional, Work Engagement