

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi gaya kepemimpinan transformasional dan masa kerja dengan *employee engagement* pada Dinas Perhubungan Provinsi Bali. Hipotesis yang diajukan ada 2 yaitu, 1). terdapat hubungan positif antara persepsi gaya kepemimpinan transformasional dengan *employee engagement* pada dinas perhubungan, 2). terdapat hubungan positif antara masa kerja dengan *employee engagement* pada dinas perhubungan. Subjek dalam penelitian ini berjumlah 66 orang yang memiliki karakteristik karyawan tetap Dinas Perhubungan Provinsi Bali atau karyawan kontrak Dinas Perhubungan Provinsi Bali. Cara pemilihan subjek adalah dengan *simple random sampling*. Pengambilan data penelitian menggunakan skala Persepsi Gaya Kepemimpinan Transformasional dan skala *Employee engagement*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan analisis data diperoleh hasil korelasi antara persepsi gaya kepemimpinan transformasional dengan *employee engagement* menunjukkan koefisien korelasi (r_{xy}) = 0,476 dan $p = 0,000$ yang berarti ada hubungan positif antara persepsi gaya kepemimpinan transformasional dengan *employee engagement* pada Dinas Perhubungan Provinsi Bali. Hasil analisis antara masa kerja dan *employee engagement* menunjukkan koefisien korelasi (r_{xy}) sebesar 0,228 dan $p = 0,033$. Hal ini menunjukkan bahwa ada hubungan positif antara masa kerja dengan *employee engagement* pada Dinas Perhubungan Provinsi Bali. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi persepsi gaya kepemimpinan transformasional (R^2) = 0,227 artinya variabel persepsi gaya kepemimpinan transformasional memberikan sumbangan 22,7% terhadap *employee engagement* karyawan. Selanjutnya koefisien determinasi masa kerja menunjukkan hasil (R^2) = 0,052 yang berarti bahwa variabel masa kerja memberikan sumbangan 5,2% terhadap *employee engagement* dan sisanya 72,1% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini. Faktor-faktor lain tersebut seperti lingkungan kerja, hubungan tim dan rekan kerja, pelatihan dan pengembangan karir, kompensasi, kebijakan, prosedur, struktur dan sistem instansi, dan kesejahteraan di tempat kerja serta *job resources*.

Kata kunci: Persepsi Gaya Kepemimpinan Transformasional, Masa Kerja, *Employee engagement*, Dinas Perhubungan

ABSTRACT

This research aims to find out the correlation of transformational leadership perception and working period with employee engagement in department of transportation. There are 2 hypotheses, namely, 1). there is a positive relationship between perceptions of transformational leadership style and employee engagement at the transportation department, 2). there is a positive relationship between tenure and employee engagement at the transportation department. The subjects in this study amounted to 66 people who have the characteristics of permanent employees of the Bali Provincial Transportation Service or contract employees of the Bali Provincial Transportation Service. The method of selecting subjects is by simple random sampling. The research data were collected using the Perception of Transformational Leadership Style scale and the Employee engagement scale. The data analysis technique used is correlation test product moment by Karl Pearson. Based on data analysis, the correlation between perceptions of transformational leadership style and employee engagement shows a correlation coefficient (r_{xy}) = 0.476 and $p = 0.000$, which means that there is a positive relationship between perceptions of transformational leadership style and employee engagement at the Bali Provincial Transportation Service. The results of the analysis between tenure and employee engagement show a correlation coefficient (r_{xy}) of 0.228 and $p = 0.033$. This shows that there is a positive relationship between tenure and employee engagement at the Bali Provincial Transportation Service. The acceptance of the hypothesis in this study shows the coefficient of determination of the perception of transformational leadership style (R^2) = 0.227, meaning that the perception variable of transformational leadership style contributes 22.7% to employee engagement. Furthermore, the coefficient of determination of tenure shows the result (R^2) = 0.052, which means that the tenure variable contributes 5.2% to employee engagement and the remaining 72.1% is influenced by other factors not examined in this study. These other factors include the work environment, team and co-worker relations, training and career development, compensation, policies, procedures, agency structures and systems, and welfare in the workplace and job resources.

Keywords: Perception of Transformational Leadership Style, Working Period, Employee engagement, Department of Transportation