

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi kepemimpinan transformasional dengan kebermaknaan kerja karyawan di PT. Vinolia intan pertiwi . Subjek dalam penelitian ini berjumlah 70 karyawan di PT. Vinolia intan pertiwi. Pengambilan subjek menggunakan *sampling purposive* dengan data yang dikumpulkan menggunakan Skala persepsi kepemimpinan transformasional dan Skala kebermaknaan kerja . Data dianalisis menggunakan korelasi *product moment*. Berdasarkan hasil analisis, diperoleh nilai korelasi (R) sebesar 0,559 dengan  $p = 0,000$  ( $p < 0,005$ ) hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara persepsi kepemimpinan transformasional dengan kebermaknaan kerja. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0,313 variabel persepsi terhadap kepemimpinan transformasional memiliki kontribusi 31,3% terhadap kebermaknaan kerja dan sisanya 68,7% dipengaruhi oleh faktor lain . Hasil penelitian ini menunjukkan bahwa Semakin kepemimpinan transformasional dipersepsikan positif, maka semakin tinggi makna kerja yang dimiliki karyawan. Sebaliknya, semakin kepemimpinan transformasional dipersepsikan negatif maka semakin rendah makna kerja karyawan.

Kata kunci: persepsi kepemimpinan transformasional, Kebermaknaan kerja

## ABSTRACT

*This study aims to determine the relationship between perceptions of transformational leadership with the meaningfulness of employees' work at PT. Vinolia diamond motherland . The subjects in this study amounted to 70 employees at PT. Vinolia intan pertiwi Subjects were using taken purposive sampling with data collected using the transformational leadership perception scale and work meaningfulness scale. Data were analyzed using correlation product moment. Based on the results of the analysis, obtained a correlation value (R) of 0.559 with  $p = 0.000$  ( $p < 0.005$ ). These results indicate that there is a significant positive relationship between perceptions of transformational leadership and the meaningfulness of work. The acceptance of the hypothesis in this study shows the coefficient of determination ( $R^2$ ) of 0.313, the perception variable of transformational leadership has a contribution of 31.3% to the meaningfulness of work and the remaining 68.7% is influenced by other factors. The results of this study indicate that the more positive transformational leadership is perceived, the higher the meaning of work that employees have. On the other hand, the more negative transformational leadership is perceived, the lower the employee's work meaning*

*Keywords: perception of transformational leadership, meaningfulness of work.*