

ABSTRAK

Setiap pegawai yang bekerja di sebuah perusahaan atau organisasi tentu mengharapkan hak untuk memperoleh *workplace well-being*, seperti hak memperoleh upah yang layak, hak perlakuan yang sama tanpa diskriminasi, hak mengembangkan kompetensi kerja, hak atas kenyamanan jam kerja, serta hak memperoleh rasa aman pada posisi pekerjaan. Penelitian ini bertujuan untuk mengetahui hubungan antara kepemimpinan transformasional dengan *workplace well-being* pegawai di SMK Negeri 1 Wanareja. Hipotesis yang diajukan adalah terdapat hubungan positif antara kepemimpinan transformasional dengan *workplace well-being* pegawai di SMK Negeri 1 Wanareja. Subjek penelitian ini berjumlah 45 pegawai yang bekerja di SMK Negeri 1 Wanareja. Cara pengambilan subjek menggunakan *non probability sampling*. Pengambilan data penelitian ini menggunakan skala kepemimpinan transformasional dan skala *workplace well-being*. Data analisis menggunakan korelasi *product moment*. Berdasarkan hasil analisis, diperoleh korelasi antara kepemimpinan transformasional dengan *workpalce well-being* sebesar 0,328 dengan nilai $p < 0,050$. Hasil analisis tersebut menunjukkan bahwa hipotesis penelitian ini dapat diterima, yakni terdapat hubungan positif antara kepemimpinan transformasional dengan *workplace well-being*. Semakin tinggi kepemimpinan transformasional maka semakin tinggi *workplace well-being*. Sebaliknya, semakin rendah kepemimpinan transformasional maka semakin rendah pula *workplace well-being*. Namun dari hasil analisis korelasi sebesar 0,328 diatas memiliki arti bahwa kepemimpinan transformasional dengan *workplace well-being* memiliki tingkat hubungan yang rendah.

Kata Kunci : Kepemimpinan Transformasional, *Workplace well-being*, *Kepemimpinan*

ABSTRACT

Every employee who works in a company or organization certainly expects the right to obtain workplace well-being, such as the right to get a decent wage, the right to equal treatment without discrimination, the right to develop work competencies, the right to comfortable working hours, and the right to get a sense of security in one's position. profession. This study aims to determine the relationship between transformational leadership and workplace well-being of employees at SMK Negeri 1 Wanareja. The hypothesis proposed is that there is a positive relationship between transformational leadership and the workplace well-being of employees at SMK Negeri 1 Wanareja. The subjects of this study amounted to 45 employees who work at SMK Negeri 1 Wanareja. How to take the subject using non-probability sampling. The data collection in this study used a transformational leadership scale and a workplace well-being scale. Data analysis using product moment correlation. Based on the results of the analysis, the correlation between transformational leadership and workplace well-being is 0.328 with a p value of < 0.050 . The results of the analysis show that the research hypothesis can be accepted, namely that there is a positive relationship between transformational leadership and workplace well-being. The higher the transformational leadership, the higher the workplace well-being. On the other hand, the lower the transformational leadership, the lower the workplace well-being. However, from the results of the correlation analysis of 0.328 above, it means that transformational leadership with workplace well-being has a low level of relationship.

Keywords: *Transformational Leadership, Workplace well-being, Leadership*