

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi gaya kepemimpinan transformasional dengan *employee engagement* karyawan PT. Indah Kiat *Pulp and Paper* bagian *chemichal making produt* (CMP). Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara persepsi gaya kepemimpinan transformasional terhadap *employee engagement* PT. Indah Kiat *Pulp and Paper* bagian *chemichal making produt* (CMP). Subjek penelitian ini adalah karyawan PT. Indah Kiat *Pulp and Paper* bagian *chemichal making produt* (CMP) yang sudah berkerja minimal 1 tahun sebanyak 65 orang. Teknik pengambilan subjek penelitian ini menggunakan *nonprobability sampling*. Alat pengumpul data menggunakan Skala *Employee Engagement*. Hasil analisis dengan uji korelasi *product moment* diperoleh r_{xy} sebesar 0.291 ($p = 0.009$) Hal ini menunjukkan adanya hubungan positif antara persepsi gaya kepemimpinan transformasional dengan *employee engagement* namun dengan tingkat korelasi yang rendah, sehingga hipotesis dalam penelitian ini dapat diterima. Semakin positif persepsi gaya kepemimpinan transformasional maka semakin tinggi *employee engagement* karyawan PT. Indah Kiat *Pulp and Paper* bagian *chemichal making produt* (CMP). Sebaliknya semakin negatif persepsi gaya kepemimpinan transformasional maka semakin rendah *employee engagement* karyawan PT. Indah Kiat *Pulp and Paper* bagian *chemichal making produt* (CMP). Koefisien determinasi (R^2) sebesar 0,085 artinya persepsi gaya kepemimpinan mampu mempengaruhi *employee engagement* sebesar 8,5%. hal ini sekaligus menegaskan pengaruh variabel lain yang tidak di teliti dalam penelitian ini sebesar 91,5%.

Kata kunci: persepsi gaya kepemimpinan transformasional, *employee engagement*

ABSTRACT

This study is aims to determine the relationship between perception of transformational leadership style and employee engagement at PT. Indah Kiat Pulp and Paper, part of the chemichal making produt (CMP). The hypothesis proposed in this study is that there is a positive relationship between the perception of transformational leadership style on employee engagement PT. Indah Kiat Pulp and Paper, part of the chemichal making produt (CMP). The subjects of this study were employees of PT. Indah Kiat Pulp and Paper, the part of chemichal making produt (CMP), which has worked for at least 1 year, is 65 people. The technique of taking the subject of this study using nonprobability sampling. Data collection tool uses the Employee Engagement Scale. The results of the analysis with product moment correlation test obtained by rxy is 0.291 ($p = 0.009$). This shows a positive relationship between perceptions of transformational leadership style with employee engagement but with a low level of correlation, so the hypothesis in this study is acceptable. The more positive perception of transformational leadership style, the higher employee engagement of PT. Indah Kiat Pulp and Paper, part of the chemichal making produt (CMP). Conversely, the more negative perceptions of transformational leadership style, the lower employee engagement of PT. Indah Kiat Pulp and Paper, part of the chemichal making produt (CMP). The coefficient of determination (R^2) of 0.085 means that the perception of the leadership style capable of influencing employee engagement is 8.5%. this also confirms the influence of other variables not examined in this study at 91.5%.

Keywords: *perception of transformational leadership style, employee engagement*