

ABSTRAK

Happiness at work merupakan kondisi psikologis positif yang ditandai oleh adanya pengalaman emosional yang menyenangkan serta evaluasi positif individu terhadap pekerjaan dan organisasi tempatnya bekerja. Salah satu faktor organisasi yang diduga berhubungan dengan *happiness at work* adalah *authentic leadership*. Penelitian ini bertujuan untuk mengetahui hubungan antara *authentic leadership* dengan *happiness at work* pada karyawan butik di Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian korelasional. Subjek penelitian berjumlah 151 karyawan butik di Yogyakarta yang dipilih menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan menggunakan skala Indonesian *Happiness at work Scale* (I-HAW) yang telah diadaptasi ke dalam konteks Indonesia oleh Fitriana dkk. (2022), serta *Authentic leadership Inventory* (ALI) yang telah diterjemahkan dan diadaptasi oleh Malau dan Widyastuti (2024) berdasarkan aspek *authentic leadership* yang dikemukakan oleh Walumbwa dkk. (2008). Analisis data dilakukan menggunakan teknik korelasi *Pearson Product Moment* dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *authentic leadership* dengan *happiness at work* pada karyawan butik di Yogyakarta dengan nilai koefisien korelasi sebesar $r = 0,794$ dan nilai signifikansi sebesar $p = 0,000$ ($p < 0,05$). Nilai tersebut menunjukkan bahwa hubungan antara kedua variabel berada pada kategori kuat. Selain itu, *authentic leadership* memberikan kontribusi sebesar 63% terhadap *happiness at work*, sedangkan sebesar 37% dipengaruhi oleh faktor lain di luar penelitian. Artinya, semakin tinggi *authentic leadership* yang dipersepsikan oleh karyawan, maka semakin tinggi pula tingkat *happiness at work* yang dimiliki oleh karyawan butik di Yogyakarta.

Kata kunci: *authentic leadership*, *happiness at work*, karyawan butik.

ABSTRACT

Happiness at work is a positive psychological condition characterized by pleasant emotional experiences and individuals' positive evaluations of their work and the organization in which they work. One of the organizational factors that is presumed to be associated with happiness at work is authentic leadership. This study aimed to examine the relationship between authentic leadership and happiness at work among boutique employees in Yogyakarta. This study employed a quantitative approach with a correlational research design. The participants consisted of 151 boutique employees in Yogyakarta selected using a purposive sampling technique. Data were collected using the Indonesian Happiness at work Scale (I-HAW), which was adapted to the Indonesian context by Fitriana dkk. (2022), and the Authentic leadership Inventory (ALI), which was translated and adapted by Malau and Widyastuti (2024) based on the dimensions of authentic leadership proposed by Walumbwa dkk. (2008). Data were analyzed using the Pearson Product-Moment correlation technique with the assistance of SPSS software. The results showed a significant positive relationship between authentic leadership and happiness at work among boutique employees in Yogyakarta, with a correlation coefficient of $r = 0.794$ and a significance value of $p = 0.000$ ($p < 0.05$). These findings indicate that the relationship between the two variables falls within the strong category. Furthermore, authentic leadership contributed 63% to happiness at work, while the remaining 37% was influenced by other factors outside the scope of this study. These findings imply that the higher the level of authentic leadership perceived by employees, the higher their level of happiness at work.

Keywords: *authentic leadership, happiness at work, boutique employees.*