

Analisis pengaruh gaya kepemimpinan dan praktik sumber daya manusia terhadap employee engagement (studi kasus pada Direktorat Jenderal Kebudayaan Kementerian Pendidikan dan Kebudayaan) = Analysis of the influence of leadership styles and human resource practices on employee engagement (case study in Directorate General of Culture of the Ministry of Education and Culture)

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Abstrak

Penelitian ini bertujuan untuk mengetahui tingkat employee engagement, gaya kepemimpinan, praktik sumber daya manusia, pengaruh gaya kepemimpinan terhadap employee engagement, pengaruh praktik sumber daya manusia terhadap employee engagement, dan pengaruh gaya kepemimpinan terhadap praktik sumber daya manusia di Direktorat Jenderal Kebudayaan (Ditjenbud), Kementerian Pendidikan dan Kebudayaan.

Penelitian ini menggunakan Utrecht Work Engagement Scale (UWES) untuk mengukur tingkat employee engagement, Multifactor Leadership Questionnaire (MLQ-Form 5X) untuk mengukur gaya kepemimpinan, dan Uji Praktik SDM yang dikembangkan oleh Delery & Doty untuk mengukur pengembangan karir, kompensasi, keamanan kerja, kerjasama, dan penilaian kinerja. Metode analisis data yang digunakan adalah analisis deskriptif dan general linear model.

Hasil penelitian terhadap 151 pegawai menunjukkan bahwa baik tingkat employee engagement, gaya kepemimpinan yang meliputi kepemimpinan transformasional, transaksional, dan Laissez Faire, maupun praktik sumber daya manusia yang diterapkan di Ditjenbud dikategorikan sedang. Hal ini berarti pegawai Ditjenbud cukup memiliki karakter vigor, dedication, dan absorption; kepemimpinan atasan cukup kharismatik, cukup berkuasa, walau kadang menghindari tanggung jawab; serta praktik sumber daya manusia yang belum diterapkan secara maksimal.

Penelitian ini juga menunjukkan bahwa ketiga gaya kepemimpinan tersebut tidak berpengaruh terhadap employee engagement maupun terhadap praktik sumber daya manusia. Namun, praktik sumber daya manusia berpengaruh nyata terhadap employee engagement di Ditjenbud.

.....The purpose of this research is to find out the employee engagement level, leadership styles, the human resource practices level, the influence of leadership styles on employee engagement, the influence of human resource practices on employee engagement, and the influence of leadership styles on human resource practices in Directorate General of Culture of the Ministry of Education and Culture.

This research utilize the Utrecht Work Engagement Scale (UWES) to measure the employee engagement level, the Multifactor Leadership Questionnaire (MLQ-Form 5X) to measure leadership styles, and Human Resource Practices Test which was developed by Delery & Doty to measure career development, compensation, work security, teamwork, and performance appraisal. Data was analyzed with descriptive analysis method and general linear model.

Result of the research (n=151) showed that the employee engagement level, leadership styles include transformational, transactional, and Laissez Faire leaderships, also human resource practices in Directorate General of Culture are moderate category. They mean that employees of Directorate General of Culture

have moderate vigor, dedication, and absorption; their leadership show moderate charismatic, coercive power, however sometimes avoidant; also human resource practices are moderate applied.

This research also found that those three leadership styles have no impact on employee engagement, as well as on human resource practices. However, human resource practices have significantly impact on employee engagement in Directorate General of Culture of the Ministry of Education and Culture.