

Hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y = The relationship between transformational leadership and perceived opportunities for promotion in generation Y employees / Samarthya Priyahita

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Abstrak

ABSTRAK

Penelitian ini ingin melihat hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y. Kuesioner Multifactor Leadership Questionnaire Form 5X (Rater Form) dan Job Descriptive Index – Opportunities for Promotion diberikan kepada 143 karyawan generasi Y yang memiliki pemimpin di tempat kerjanya. Hasil penelitian menunjukkan terdapat hubungan antara kepemimpinan transformasional dengan persepsi kesempatan promosi pada karyawan generasi Y ($r = .416, p < .01$). Sebanyak 17.6% variasi dari persepsi kesempatan promosi dijelaskan oleh kepemimpinan transformasional. Penelitian ini juga menemukan bahwa uji t-test jenis kelamin dan latar belakang pendidikan tidak signifikan pada masing-masing variabel persepsi kesempatan promosi dan kepemimpinan transformasional ($p > .05$). Penelitian selanjutnya dapat meneliti variabel lain dan meneliti lebih jauh mengenai generasi Y.

ABSTRACT

The research wants to see the relationship between transformational leadership and perceived opportunities for promotion on generation Y employees. The Multifactor Leadership Questionnaire Form 5X (Rater Form) and Job Descriptive Index – Opportunities for Promotion were given to 143 generation Y employees who have leaders in their workplace. Result shows that there's a relationship between transformational leadership and perceived opportunities for promotion on generation Y employees ($r = .416, p < .01$). About 17.6% variation of perceived opportunities for promotion is explained by transformational leadership. The study also finds that the t-test of gender and educational background is not significant to each variables of perceived opportunities for promotion and transformational leadership ($p > .05$). Future research is recommended to study other variables and investigate generation Y more further.