

Pengaruh transformational leadership terhadap commitment to change yang dimediasi oleh trust dan employee engagement (studi pada instansi x) = The effect of transformational leadership on commitment to change mediated by trust and employee engagement (study at institution x)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* terhadap *commitment to change* dan pengaruh mediasi *trust* dan *employee engagement* di organisasi publik. Penelitian dilakukan di instansi X yang sedang mengimplementasikan perubahan struktur organisasi (restrukturisasi). Responden penelitian ini adalah pegawai instansi X dengan posisi staf (nonstruktural) pada kantor Pusat di Jakarta. *Structural Equation Modeling* (SEM) digunakan untuk menganalisis data dari 247 responden. Hasil penelitian menunjukkan bahwa pengaruh *transformational leadership* terhadap *commitment to change* dimediasi oleh *trust* and *employee engagement*. Selain itu, *transformational leadership* memiliki pengaruh langsung yang signifikan tetapi negatif terhadap

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*The aims of this study are to determine the effect of transformational leadership on commitment to change and the mediation effect of trust and employee engagement at the public organization. The research was conducted at institution X that is implementing a change in organization structure (restructuring). The respondents were the employee on a staff position (nonstructural) of institution X at the head office in Jakarta. Structural Equation Modeling (SEM) was used to analyze the data from 247 respondents. The result of the study showed that the effect of transformational leadership on commitment to change mediated by trust and employee engagement. Also, transformational leadership had a significant but negative direct effect on commitment to change.*