

# Pengaruh leader-member exchange dan fun at work terhadap work engagement dan deviant workplace behavior: studi kasus PT. Telkom Indonesia (Persero) Tbk. = The effects of leader-member exchange and fun at work on work engagement and deviant workplace behavior in Indonesian Telecommunication Company

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## Abstrak

Penelitian ini bertujuan untuk menunjukkan pengaruh leader-member exchange dan fun at work terhadap work engagement dan deviant workplace behavior studi kasus pada PT. Telkom Indonesia (Persero) Tbk. Responden penelitian ini adalah karyawan tetap kantor pusat PT. Telkom Indonesia (Persero) Tbk. di gedung Telkom Hub. Jumlah total responden adalah 130 orang. Penelitian ini dilakukan dengan metode kuantitatif dan pengumpulan data menggunakan kuesioner. Penelitian menggunakan teknik SEM dengan aplikasi LISREL 8.80. Hasil yang diperoleh dari penelitian ini menunjukkan bahwa leader-member exchange berpengaruh positif dan signifikan terhadap fun at work dan work engagement serta berdampak negatif dan signifikan terhadap deviant workplace behavior. Selain itu, penelitian ini juga menyatakan bahwa fun at work berpengaruh positif dan signifikan terhadap work engagement namun tidak memiliki pengaruh signifikan terhadap deviant workplace behavior. Penelitian ini juga membandingkan tentang adanya pengaruh langsung leader-member exchange terhadap work engagement dan deviant workplace behavior dan tidak langsung melalui fun at work.

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This study was conducted to see the effect of leader-member exchange and fun at work on work engagement and deviant workplace behavior in Indonesian Telecommunication Company. Respondents are permanent employees of Telkom Indonesia Company located at the headquarters involving 130 respondents. The data were collected using a set of questionnaires and were analyzed using SEM technique with LISREL 8.80 application. The results showed that leader-member exchange has a positive significant effect on fun at work and work engagement and negative significant effect on deviant workplace behavior. In addition, this study also found that fun at work has a positive and significant effect on work engagement but does not have a significant effect on deviant workplace behavior. This study also compared the direct influence of leader-member exchange on work engagement and deviant workplace behavior with the indirect one through fun at work.