

Pengaruh Gaya Kepemimpinan Transformasional terhadap Organizational Citizenship Behavior dengan Dimediasi oleh Keterlibatan Kerja dan Transfer Pelatihan (Studi Kasus Empirik pada Perusahaan Start-Up di Indonesia) = Role of Work Engagement and Training Transfer in Mediating The Effects of Transformational Leadership Style towards Organizational Citizenship Behavior (An Empirical Case-Study on Start-Up Companies in Indonesia)

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Abstrak

Penelitian dilakukan untuk mengetahui pengaruh gaya kepemimpinan transformasional sebagai faktor pendorong terciptanya perilaku organizational citizenship behaviors melalui mediasi keterlibatan kerja dan transfer pelatihan pada karyawan perusahaan startup di Indonesia. Responden penelitian adalah karyawan perusahaan startup di Indonesia yang telah mendapatkan pelatihan secara formal, pembelajaran informal, maupun pendidikan non-formal dalam bentuk sertifikasi selama bekerja. Total responden dalam penelitian ini berjumlah 240 orang dan structural equation modelling digunakan sebagai metode analisis data. Hasil penelitian menunjukkan bahwa kepemimpinan transformasional memberikan pengaruh signifikan terhadap terciptanya organizational citizenship behaviors, baik secara langsung, maupun tidak langsung dengan dimediasi oleh keterlibatan kerja dan transfer pelatihan.

.....This study aims to determine the impact of transformational leadership style as a driving factor for employees to exhibit organizational citizenship behavior through mediation of work engagement and transfer of training on start-up companies in Indonesia. Respondents are employees of startup companies in Indonesia that have received formal training, informal learning, and non-formal education as well. Total respondents in this study were 240 employees and structural equation modeling is used as analysis method. The results showed that transformational leadership has a significant direct effect towards organizational citizenship, as well as indirectly through mediation of and training transfers.