

ABSTRACT

Ulfa, Nadhia Maria. 2013. The Relationship Between Transformational Leadership With Employee Engagement In PT ICS (Istana Cipta Sembada). Thesis. Psychology Faculty of UIN Maulana Malik Ibrahim Malang

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Organizations not only need people who have the intellectual high, but organizations also need people who have a high engagement is committed, loyalty to the job and organization, as well as responsible and able to work together in a solid team. Employee engagement is a sense of ownership that employees of the company and the full engagement of employees to achieve organizational goals. Employee engagement can be built through transformational leadership style. Transformational leadership is a leadership style influence, motivational inspirational, intellectually stimulating, and give individual attention to subordinates in order subordinates to do more than expected.

The purpose of this research is the first to determine the level of employee engagement in PT ICS, both to determine the level of transformational leadership in PT ICS, and third to prove the relationship between transformational leadership with employee engagement in PT ICS

This study used a quantitative approach and using correlation research design. Subject of the research object, namely PT ICS numbering 148. There are two variables that measured employee perceptions of transformational leadership (independent variable) and employee engagement (the dependent variable). Instruments used in data collection scale is the scale of transformational leadership, amounting to 45 items and employee engagement scale, amounting to 25 items. The scale was measured using a Likert scale and analyzed using regression of analysis.

From the result of research is obtained transformasional employee perceptions of leadership are in the middle category is 72% or 106 people, a category which is 15% higher or 22 people, and low categories by 13% or 20 people. While the employee engagement in middle category is 69% or 102 people, the high category by 18% or 26 people, and low categories is 13% or 20 people. The results of analysis of the data obtained that there is a significant positive relationship between transformational leadership with employee engagement. This is indicated by a positive coefficient r_{xy} of 0.652 with $p(0.000) > 0.05$. The predictive power or effective contribution of transformational leadership on employee engagement shown by the determinant coefficient $R^2 = 0.425$, which means there is a 42.5% employee engagement is determined by transformational leadership. This may imply that, the higher the leader transformational leadership applied, so the employee engagement also will be higher.