

ABSTRACT

Cahyo, Muhammad Dwi. 2012. *The Relationship between Transformational Leadership and Work Satisfaction of The Employee at PT Semen Gresik (Persero) Tbk*. Thesis. Faculty of Psychology, State Islamic University of Maulana Malik Ibrahim Malang.

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Transformational leadership is a leader who inspires, directs, and drives, as well as empowers the human resource to make a change of their value, attitude or culture of work toward a better than before. A transformational leader is characterized by charisma, inspiration, intellectual stimulation, and individual attention. Work satisfaction represents a favorable psychic situation because the fundamental demand of work is reflected by work satisfaction. Some factors are affecting work satisfaction such as perception over leader, work characteristic, interaction with peer, and career ladder. These variables are closely related to a company. A leader must meet the demand and the work satisfaction of employee through the highest values such as the actualization and the existence of employee in company.

Problems determined in this research are whether there is a relationship between transformational leadership and work satisfaction of employee. Therefore, the objective of research is to ensure whether there is a relationship between transformational leadership and work satisfaction of employee at PT Semen Gresik (Persero) Tbk.

Type of research is correlational quantitative study. Transformational leadership is set as independent variable (X), while work satisfaction is stood for dependent variable (Y). *Product Moment Correlation* technique is used to examine a positive relationship between transformational leadership and work satisfaction. The correlation is categorized to facilitate the determination of mean and deviation standard, and then followed by percentage analysis. The subject of research is 291 employees of PT Semen Gresik (Persero) Tbk, with 60 employee as sample. Two scales are used for the measuring device, which are transformational leadership scale and work satisfaction scale. These scale are self-made by the author in the form of likert scale with 24 items of each scale.

Result of research concerning with transformational leadership percentage indicates that of 60 respondents, there are 6 persons (10 %) who perceive transformational leadership in the high category, 50 persons (83.3 %) who perceive transformational leadership in the moderate category, and 4 persons (6.7 %) who perceive transformational leadership in the low category. Result of research concerning with work satisfaction percentage shows that of these 60 respondents, there are 6 persons (10 %) who perceive work satisfaction in the high category, 52 persons (83.3 %) who perceive work satisfaction in the moderate category, and 2 persons (6.7 %) who perceive work satisfaction in the low category. Result of conclude that both variables (with transformational leadership and work satisfaction) produce a positive relationship ($r_{xy} = 0.817$ with $\text{sig} < 0.05$). It is also meant that there is a positive relationship between transformational leadership and work satisfaction of employee at PT Semen Gresik (Persero) Tbk, where the significance value (2-tailed) = 0.000, which is below or smaller than 0.05.