

ABSTRACT

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“THE EFFECT OF SERVANT LEADERSHIP, INTERPERSONAL COMMUNICATION, AND EMPLOYEE ENGAGEMENT TO TEACHER’S WORK MOTIVATION AT TK-SD XYZ CILEGON”

(xvi + 92 pages: 7 images; 14 tables; 23 appendixes)

Servant leadership applies leadership without pursuing personal interests but will try to do the best for the progress of the organization and encourage the work motivation of the people they lead. Good interpersonal communication will increase work motivation. Higher employee engagement will make the work motivation become higher too. This research was conducted with the aim of knowing the effect between servant leadership, interpersonal communication, and employee engagement on teacher’s work motivation at TK-SD XYZ Cilegon. This study uses a quantitative approach with a research subject of 36 respondents. Path analysis and descriptive statistica were used to analyze the data collected. Result shows that (1) servant leadership had a positive effect on employee engagement; (2) interpersonal communication has a positive effect on employee engagement;(3)servant leadership has a positive effect on work motivation; (4) interpersonal communication has no positive effect on work motivation; and (5) employee engagement has a positive effect on work motivation.

Keywords: servant leadership, interpersonal communication, employee engagement, work motivation

Reference: 59 (1992 - 2020)

ABSTRAK

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“PENGARUH *SERVANT LEADERSHIP*, KOMUNIKASI INTERPERSONAL , DAN *EMPLOYEE ENGAGEMENT* TERHADAP MOTIVASI KERJA GURU DI TK-SD XYZ CILEGON”

(xvi + 92 halaman: 7 gambar; 14 tabel; 23 lampiran)

Servant leadership menerapkan kepemimpinan tanpa mengejar kepentingan pribadi tetapi berusaha mengupayakan hal yang terbaik demi kemajuan organisasi sehingga dapat mendorong motivasi kerja orang yang dipimpinnya. Komunikasi interpersonal yang baik akan meningkatkan motivasi kerja dan *employee engagement* sehingga akan semakin meningkatkan motivasi kerja. Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh *servant leadership*, komunikasi interpersonal, dan *employee engagement* terhadap motivasi kerja di TK-SD XYZ Cilegon. Penelitian ini menggunakan pendekatan kuantitatif dengan subyek penelitian sejumlah 36 responden. Metode pengolahan data menggunakan analisis jalur (*path analysis*) dan metode statistik deskriptif. Dari hasil penelitian diperoleh kesimpulan bahwa (1) *servant leadership* berpengaruh positif terhadap *employee engagement*; (2) komunikasi interpersonal berpengaruh positif terhadap *employee engagement*; (3) *servant leadership* berpengaruh positif terhadap motivasi kerja; (4) komunikasi interpersonal tidak berpengaruh positif terhadap motivasi kerja; dan (5) *employee engagement* berpengaruh positif terhadap motivasi kerja.

Kata kunci: *servant leadership*, komunikasi interpersonal, *employee engagement*, motivasi kerja

Referensi: 59 (1992-2020)