

## ABSTRACT

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**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP, PSYCHOLOGICAL CAPITAL, AND JOB SATISFACTION ON WORK ENGAGEMENT OF HIGH SCHOOL TEACHERS IN PAHOA INTERGRATED SCHOOL IN GADING SERPONG TANGERANG**

(xiv + 113 pages: 21 figures; 17 tables; 10 appendices)

The purpose of this research is to determine the effect of transformational leadership, psychological capital, and job satisfaction on work engagement of high school teachers in PAHOA intergrated school in Gading Serpong Tangerang. This research was conducted on all teachers of Senior high level. The data has been compiled using questionnaire that were done by 50 out of 53 teachers and closed answer. SmartPLS version 2.0 program has been used to measure five hypotesis. The result of this research are 1) Transformational leadership has the positive impact on job satisfaction, 2) *Psychological Capital* has the positive impact on job satisfaction, 3) Job satisfaction has the positive impact on terhadap Work Engagement, 4). Transformational leadership has the positive impact on Work Engagement, 5). Psychological Capital has the positive impact on Work Engagement.

*Key words: work engagement, transformational leadership, psychological capital, job satisfaction*

References: 67 (1989-2020)

## ABSTRAK

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### **PENGARUH *TRANSFORMATIONAL LEADERSHIP*, *PSYCHOLOGICAL CAPITAL*, DAN KEPUASAN KERJA TERHADAP WORK ENGAGEMENT GURU DI SMA SEKOLAH TERPADU PAHOA GADING SERPONG TANGERANG**

(xiv + 113 halaman: 21 gambar; 17 tabel; 10 lampiran)

Penelitian ini bertujuan untuk menanalisis pengaruh *Transformational Leadership*, *Psychological Capital* terhadap Kepuasan Kerja dan pengaruh ketiganya terhadap *Work Engagement*. Populasi dalam penelitian ini adalah semua guru SMA di Sekolah Terpadu PAHOA Gading Serpong Tangerang. Dan seluruhnya dijadikan sampel (Sampel jenuh), dengan total responden 50 dari 53 guru. Pengambilan data menggunakan kuesioner yang bersifat tertutup. Pengujian lima hipotesis dalam penelitian ini dianalisis dengan Model Struktural yang menggunakan *Partial Least Square (PLS)*. Temuan utama penelitian ini adalah 1) *Transformational Leadership* Berpengaruh Positif Terhadap Kepuasan Kerja, 2) *Psychological Capital* berpengaruh positif terhadap Kepuasan Kerja, 3) Kepuasan Kerja berpengaruh positif terhadap *Work Engagement*, 4). *Transformational Leadership* Berpengaruh Positif Terhadap *Work Engagement*, 5). *Psychological Capital* berpengaruh positif terhadap *Work Engagement*.

*Kata kunci: work engagement, transformational leadership, psychological capital, kepuasan kerja*

Referensi: 67 (1989-2020)