

## **ABSTRACT**

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### **THE EFFECT OF EMPOWERING LEADERSHIP AND WORK ENGAGEMENT ON INNOVATIVE BEHAVIOR OF KINDERGARTEN TEACHERS IN CENGKARENG DISTRICT, JAKARTA BARAT**

(xv + 135 pages; 9 pictures; 24 tables; 19 attachments)

Kindergarten (KG) is a crucial educational setting where teachers who teach KG are expected to have innovative behaviour because teachers' innovative behaviour is deemed to be able to assist in the achievement of various educational goals of KG. Arguably, this innovative behaviour cannot be isolated from the wide-ranging influence of two variables, i.e. empowering leadership and work engagement. Although many studies have been conducted on these two variables, no research has been found on kindergarten teachers. In light of this observation, a more in-depth study is needed to investigate the effect of empowering leadership and work engagement on KG teachers' innovative behaviour. Then, the purpose of this study is to determine the effect of empowering leadership and work engagement on the innovative behaviour of KG teachers as subjects. This study used a quantitative method, the data were obtained through questionnaires distributed to 89 teacher respondents from 13 KGs in Cengkareng District, West Jakarta. The data were analysed using SPSS for Windows (Version 26). The results demonstrate that empowering leadership and work engagement have a positive and significant influence on teachers' innovative behaviour. It is hoped that the positive and significant influence of those variables will contribute to the success of early childhood education in KG.

Keywords: innovative behaviour, empowering leadership, work engagement.

References: 75 (1911– 2022).

## ABSTRAK

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### **PENGARUH *EMPOWERING LEADERSHIP* DAN *WORK ENGAGEMENT* TERHADAP PERILAKU INOVATIF GURU TK DI KECAMATAN CENGKARENG, JAKARTA BARAT**

(xv + 135 halaman; 9 gambar; 24 tabel; 19 lampiran)

Taman Kanak-Kanak (TK) merupakan jenjang pendidikan yang krusial dimana guru yang mengajar siswa TK diharapkan memiliki perilaku inovatif karena perilaku inovatif guru dianggap dapat membantu pencapaian berbagai tujuan pendidikan TK. Dapat dikatakan bahwa perilaku inovatif ini tidak dapat dipisahkan dari pengaruh luas dua variabel, yaitu *empowering leadership* (kepemimpinan yang memberdayakan) dan *work engagement* (keterlibatan kerja). Meskipun sudah banyak penelitian yang dilakukan terhadap kedua variabel tersebut, namun tidak ditemukan penelitian dengan subjek guru TK. Sehubungan dengan pengamatan ini, studi yang lebih mendalam diperlukan untuk menyelidiki pengaruh *empowering leadership* dan *work engagement* pada perilaku inovatif guru TK. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *empowering leadership* dan *work engagement* terhadap perilaku inovatif guru TK. Penelitian ini menggunakan metode kuantitatif, dimana data diperoleh melalui kuesioner yang dibagikan kepada 89 responden guru dari 13 TK di Kecamatan Cengkareng, Jakarta Barat. Data kemudian dianalisis menggunakan *SPSS for Windows* (Versi 26). Hasil analisis data menunjukkan bahwa *empowering leadership* dan *work engagement* berpengaruh positif dan signifikan terhadap perilaku inovatif guru. Sehingga diharapkan pengaruh positif dan signifikan dari variabel-variabel tersebut akan memberikan kontribusi terhadap keberhasilan pendidikan anak usia dini di TK.

Kata kunci: perilaku inovatif, *empowering leadership*, *work engagement*.

Referensi : 75 (1911 - 2022)