

ABSTRACT

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"The effect of servant leadership and person-organization fit (p-o fit) on employee engagement with job satisfaction as the mediator variable in smp xyz Serpong Utara"

(xvi + 124 pages, 9 images, 13 tables; 27 appendix)

An organization member with employee engagement will work exceed the responsibility, exhibit higher level of energy and enthusiasm, fully involve in and enjoy the work, even put the work as an important part in life. Fostering employee engagement is not merely an individual responsibility but rather a mutual effort between employees and the organization concerned. This research aims to examine the relationship between several factors within an organization that can prompt or develop employee engagement. These factors include servant leadership practiced by the leader, compatibility between individuals with the organization or person-organization fit, and job satisfaction. This research uses quantitative approach involving 44 respondents. Data collection was carried out by distributing questionnaires to all respondents. The data was then processed using the method of path coefficient in order to determine the relations between variables. Based on the research, the conclusions obtained include: 1) Servant leadership has positive effect on employee engagement; 2) Person-organization fit has positive effect on employee engagement; 3) Job satisfaction has positif effect on employee engagement; 4) Servant leadership has positive effect on employee engagement mediated by job satisfaction; 5) Person-organization fit has positive effect on employee engagement mediated by job satisfaction.

Key words: *employee engagement, servant leadership, person-organization fit, and job satisfaction*

Reference: 53 (1995-2019)

ABSTRAK

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“PENGARUH SERVANT LEADERSHIP DAN PERSON-ORGANIZATION FIT (P-O FIT) TERHADAP EMPLOYEE ENGAGEMENT DENGAN VARIABEL MEDIATOR KEPUASAN KERJA DI SMP XYZ SERPONG UTARA”

(xvi + 124 halaman, 9 gambar, 13 tabel; 27 lampiran)

Seorang anggota organisasi yang memiliki *employee engagement* akan bekerja melampaui tanggung jawab, memiliki energi dan antusias tinggi, terlibat sepenuhnya bahkan menikmati pekerjaan, serta menjadikan pekerjaan sebagai bagian penting dalam hidupnya. Menumbuhkan *employee engagement* bukan hanya menjadi tanggung jawab seorang individu saja, melainkan usaha timbal balik antara pekerja dengan organisasi yang bersangkutan. Penelitian ini bertujuan untuk menguji hubungan antara beberapa faktor di dalam organisasi yang dapat memicu munculnya atau meningkatnya *employee engagement*, yakni *servant leadership* yang diterapkan oleh pemimpin, adanya keselarasan antara individu dengan organisasi atau *person-organization fit* serta kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif yang melibatkan sebanyak 44 responden. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner kepada sejumlah responden tersebut. Data kemudian diolah menggunakan metode koefisien jalur (*path coefficient*) untuk mengetahui hubungan antar variabel. Berdasarkan hasil penelitian, kesimpulan yang diperoleh antara lain adalah 1) *Servant leadership* berpengaruh positif terhadap *employee engagement*. 2) *Person organization fit* berpengaruh positif terhadap *employee engagement*. 3) Kepuasan kerja berpengaruh positif terhadap *employee engagement*. 4) *Servant leadership* berpengaruh positif terhadap *employee engagement* yang dimediasi oleh kepuasan kerja. 5) *Person organization fit* berpengaruh positif terhadap *employee engagement* yang dimediasi oleh kepuasan kerja.

Kata Kunci: *employee engagement*, *servant leadership*, *person-organization fit*, dan kepuasan kerja

Referensi: 53 (1995-2019)