

## **ABSTRACT**

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### ***THE EFFECT OF LEADER AUTONOMY SUPPORT AND COLLECTIVE EFFICACY ON WORK ENGAGEMENT THROUGH BUOYANCY OF TEACHERS IN XYZ SCHOOL IN JAKARTA***

*(xv + 115 pages; 13 figures; 26 tables; 12 appendices)*

*In addition to teaching students in class, teachers also have duties and responsibilities to educate, guide, train and evaluate students. Seeing the complex roles and responsibilities of teachers makes teachers' work engagement very important to be maintained and improved. Work engagement can be influenced by various factors including leader autonomy support, collective efficacy and buoyancy. This study aims to determine the effect of leader autonomy support, collective efficacy, and buoyancy on work engagement. The research questionnaire was distributed to a total of 79 teaching staff at XYZ School in Jakarta, with 66% of the total respondents or 52 teaching staff providing answers to the questionnaire. The research design used is quantitative research with path analysis. The results obtained show that leader autonomy support and collective efficacy have a positive effect on work engagement. Nonetheless, buoyancy has no effect on work engagement and does not mediate the relationship between leader autonomy support and collective efficacy on work engagement.*

*Keywords: buoyancy, collective efficacy, leader autonomy support, work engagement*

*References: 94 (1982-2022)*

## ABSTRAK

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### **PENGARUH *AUTONOMY SUPPORT* DAN *COLLECTIVE EFFICACY* TERHADAP *WORK ENGAGEMENT* GURU MELALUI *BUOYANCY* DI SEKOLAH XYZ JAKARTA**

(xv + 115 halaman: 13 gambar; 26 tabel; 12 lampiran)

Selain mengajar peserta didik di kelas, guru juga memiliki tugas dan tanggung jawab untuk mendidik, membimbing, melatih, dan mengevaluasi peserta didik. Melihat peran dan tanggung jawab guru yang kompleks membuat *work engagement* guru sangat penting untuk dipertahankan dan ditingkatkan. *Work engagement* dapat dipengaruhi oleh berbagai faktor diantaranya adalah *leader autonomy support*, *collective efficacy*, dan *buoyancy*. Penelitian ini bertujuan untuk mengetahui pengaruh *leader autonomy support*, *collective efficacy*, dan *buoyancy* terhadap *work engagement*. Kuesioner penelitian telah disebarakan ke total 79 tenaga pendidik di Sekolah XYZ di Jakarta, dengan 66% dari total responden atau 52 tenaga pendidik yang memberikan jawaban kuesioner. Desain penelitian yang digunakan adalah penelitian kuantitatif dengan analisis jalur. Hasil yang diperoleh menunjukkan bahwa *leader autonomy support*, *collective efficacy*, dan *buoyancy* berpengaruh positif terhadap *work engagement*. Meskipun demikian, variabel *buoyancy* tidak berpengaruh terhadap *work engagement* serta tidak memediasi hubungan antara *leader autonomy support* dan *collective efficacy* terhadap *work engagement*.

Kata kunci: *buoyancy*, *collective efficacy*, *leader autonomy support*, *work engagement*

Referensi: 94 (1982-2022)