

## ABSTRAK

Sang Putu Gede Yoga Sedana (01619220019)

**PENGARUH *TRANSFORMATIONAL LEADERSHIP*, *WORK ENVIRONMENT*, *FLEXIBLE WORKING HOURS* TERHADAP *EMPLOYEE ENGAGEMENT* DENGAN *JOB SATISFACTION* SEBAGAI VARIABEL MEDIASI PADA GENERASI MILENIAL**

(xii + 97 halaman, 25 tabel, 21 gambar, 3 lampiran)

Beberapa penelitian mengungkapkan adanya pengaruh positif dari *transformational leadership* dan *work environment* terhadap *employee engagement*. Namun demikian penelitian tentang *employee engagement* yang melibatkan variabel *flexible working hours* masih terbatas, sehingga membutuhkan penelitian lebih jauh. Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership*, *work environment* dan *flexible working hours* terhadap *employee engagement* dan dimediasi oleh variabel *job satisfaction*. Penelitian ini dilakukan pada sebuah perusahaan start-up dengan populasi 102 pegawai. Pengolahan dan analisis data dalam penelitian ini menggunakan metode PLS-SEM. Hasil dari penelitian ini menunjukkan bahwa *transformational leadership* berpengaruh positif terhadap *employee engagement*, *work environment* berpengaruh negatif terhadap *employee engagement*, *job satisfaction* berpengaruh positif terhadap *employee engagement* dan *flexible working hours* berpengaruh positif terhadap *employee engagement*.

Referensi: 83 (1990-2023)

Kata Kunci: *Transformational Leadership*, *Work Environment*, *Flexible Working Hours*, *Job Satisfaction* dan *Employee Engagement*.

## **ABSTRACT**

Sang Putu Gede Yoga Sedana (01619220019)

***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP, WORK ENVIRONMENT, FLEXIBLE WORKING HOURS ON EMPLOYEE ENGAGEMENT WITH JOB SATISFACTION AS A MEDIATING VARIABLE IN THE MILLENNIAL GENERATIONS***

*(xii + 97 pages, 25 tables, 21 figures, 3 appendices)*

*Several studies have revealed the positive influence of transformational leadership and work environment on employee engagement. However, research on employee engagement involving flexible working hours variables is still limited, so further research is needed. This study aims to determine the effect of transformational leadership, work environment and flexible working hours on employee engagement and mediated by job satisfaction variables. This research was conducted at a start-up company with a population of 102 employees. Data processing and analysis in this study used the PLS-SEM method. The results of this study indicate that transformational leadership has a positive effect on employee engagement, work environment has a negative effect on employee engagement, job satisfaction has a positive effect on employee engagement and flexible working hours has a positive effect on employee engagement.*

*Reference: 83 (1990-2023)*

*Keywords: Kata Kunci: Transformational Leadership, Work Environment, Flexible Working Hours, Job Satisfaction and Employee Engagement.*