

**THE EFFECTS OF POSITIVE LEADERSHIP AND SELF CONCEPT
TOWARD WORK ENGAGEMENT
ON EMPLOYEES OF PT. TELEKOMUNIKASI INDONESIA, Tbk.**

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ABSTRACT

This study aims to investigate the effects of positive leadership and self concept toward work engagement on employees of PT. Telekomunikasi Indonesia, Tbk. In this study, data were collected using a survey of 393 employees of PT. Telekomunikasi Indonesia, Tbk, which are located in all regions of Indonesia. They were instructed to give answers related to the statements on the scale of positive leadership, Personal Self Concept (PSC) Questionnaire and scale of work engagement (Uwes-9). The obtained data were analysed with structural equation modelling technique. The results of the study show that the positive leadership and self-concept simultaneously affect work engagement. And partially, positive leadership effects on the work engagement, and self-concept affects the work engagement.

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Keywords: Positive Leadership, Self Concept, Work Engagement, Employees

**PENGARUH *POSITIVE LEADERSHIP* DAN *SELF CONCEPT*
TERHADAP *WORK ENGAGEMENT*
PADA KARYAWAN PT. TELEKOMUNIKASI INDONESIA, Tbk.**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *positive leadership* dan *self concept* terhadap *work engagement* pada karyawan PT. Telekomunikasi Indonesia, Tbk. Dalam penelitian ini, data dikumpulkan menggunakan metode survei dari 393 karyawan PT. Telekomunikasi Indonesia, Tbk yang berlokasi di seluruh wilayah Indonesia. Mereka diinstruksikan untuk memberikan jawaban terkait pernyataan-pernyataan pada skala *positive leadership*, kuesioner *Personal Self Concept* dan skala *work engagement* (*UWES-9*). Data yang diperoleh dianalisis dengan teknik pemodelan persamaan struktural. Hasil penelitian menunjukkan bahwa *positive leadership* dan *self concept* secara simultan mempengaruhi *work engagement*. Dan secara parsial, *positive leadership* berpengaruh terhadap *work engagement* dan *self concept* berpengaruh terhadap *work engagement*.

Kata Kunci: *Positive Leadership, Self Concept, Work Engagement, Karyawan*