

ABSTRAK

Nama : Deasy Natalia Mulaniari Harahap
NIM : 46119110139
Program Studi : Psikologi
Judul Skripsi : Pengaruh *Growth Mindset* dan *Heroic Leadership* terhadap *Work Engagement* Karyawan di PT. ADI Consulting
Pembimbing : Dr. Antonius D.R. Manurung, S.Sos., M.Si

Penelitian ini bertujuan untuk mengetahui pengaruh *growth mindset* dan *heroic leadership* terhadap tingkat *work engagement*. Metode penelitian menggunakan pendekatan kuantitatif. Pengumpulan data dilakukan kepada 90 responden PT. ADI Consulting dengan metode sampling jenuh. Alat ukur *Growth Mindset* menggunakan konsep Dweck (2006), *Heroic Leadership* berdasarkan konsep Lowney (2005) dan *Work Engagement* menggunakan konsep Schaufeli & Bakker (2004). Teknik analisis data uji hipotesis menggunakan uji regresi sederhana (uji T) dan uji regresi berganda (uji F). Hasil analisis menunjukkan (1) terdapat pengaruh positif dan signifikan *growth mindset* terhadap *work engagement* (2) terdapat pengaruh positif dan signifikan *heroic leadership* terhadap *work engagement* (3) terdapat pengaruh positif dan signifikan *growth mindset* dan *heroic leadership* terhadap *work engagement* secara simultan. Manfaat praktis penelitian adalah memberikan gambaran pentingnya mengembangkan *growth mindset* serta pengembangan kualitas *heroic leadership* pada karyawan untuk meningkatkan *work engagement* dan bagi management untuk dapat melaksanakan kegiatan yang dapat membangun budaya dan perilaku positif yang mendukung *work engagement*.

Kata Kunci : *growth mindset*, *heroic leadership*, *work engagement*, industri IT

ABSTRACT

Name : Deasy Natalia Mulaniari Harahap
NIM : 46119110139
Study Program : Psychology
Thesis Title : *The Effect of Growth Mindset and Heroic Leadership on Employee Work Engagement at PT. ADI Consulting*
Counselor : Dr. Antonius D.R. Manurung, S.Sos., M.Si

This study aims to determine the effect of growth mindset and heroic leadership on the level of work engagement. The research method uses a quantitative approach. Data were collected from 90 respondents of PT ADI Consulting using saturated sampling method. The Growth Mindset measuring instrument uses the concept of Dweck (2006), Heroic Leadership based on the concept of Lowney (2005) and Work Engagement using the concept of Schaufeli & Bakker (2004). Hypothesis testing data analysis techniques using simple regression test (T test) and multiple regression test (F test). The results of the analysis show (1) there is a positive and significant effect of growth mindset on work engagement (2) there is a positive and significant effect of heroic leadership on work engagement (3) there is a positive and significant effect of growth mindset and heroic leadership on work engagement simultaneously. The practical benefits of the research are to illustrate the importance of developing a growth mindset and developing heroic leadership qualities in employees to increase work engagement and for management to be able to carry out activities that can build positive culture and behavior that support work engagement.

Keywords: growth mindset, heroic leadership, work engagement, IT industry