

THE EFFECT OF PSYCHOLOGICAL CAPITAL AND AUTHENTIC LEADERSHIP ON WORK ENGAGEMENT AGE YOUTH WORKER IN WHICH LOCATED IN JABODETABEK

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ABSTRACT

This research tested the effect of psychological capital and authentic leadership on work engagement age youth worker in which located in Jabodetabek. This research was conducted on 17-30 years old employees who work in Jabodetabek with a total sample of 450 people who are determined using purposive sampling technique. Structural Equation Modeling is used to show the effect of each variable on work engagement, the result shows that psychological capital give an effect as much as 0,50 and 0,32 from authentic leadership to the work engagement. The result of R-square Of 0,40, shows that psychological capital and authentic leadership give 40% influence on work engagement. Based on research, psychological capital and authentic leadership are considered to be antecedents of work engagement.

Keyword : Psychological Capital, Authentic Leadership, and Work Engagement.

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**PENGARUH *PSYCHOLOGICAL CAPITAL* DAN KEPEMIMPINAN
OTENTIK TERHADAP *WORK ENGAGEMENT* PEKERJA DI USIA
PEMUDA YANG BERLOKASI DI JABODETABEK**

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ABSTRAK

Penelitian ini menguji pengaruh *psychological capital* dan kepemimpinan otentik terhadap *work engagement* pekerja di usia pemuda yang berlokasi di Jabodetabek. Penelitian ini dilakukan pada karyawan berusia 17-30 tahun yang bekerja di wilayah Jabodetabek dengan jumlah sampel sebanyak 450 orang yang ditentukan dengan teknik *purposive sampling* *Structural Equation Modeling* (SEM) digunakan untuk menunjukkan pengaruh dari setiap variabel terhadap *work engagement*. Hasil penelitian menunjukkan bahwa *psychological capital* memberikan pengaruh sebesar 0,50 dan kepemimpinan otentik memberikan pengaruh sebesar 0,32 terhadap *work engagement*. Hasil *R-square* sebesar 0,40, memperlihatkan bahwa *psychological capital* dan kepemimpinan otentik memberikan pengaruh sebesar 40% terhadap *work engagement*. Berdasarkan penelitian, *psychological capital* dan kepemimpinan otentik dapat menjadi anteseden dari *work engagement*.

Kata kunci *Psychological Capital*, Kepemimpinan Otentik, dan *Work Engagement*