

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, kepuasan kerja, dan kompensasi non finansial terhadap *employee engagement* pegawai dinas tenaga kerja. Sampel dalam penelitian ini adalah 80 pegawai. Metode pengumpulan data menggunakan metode survey, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan SPSS versi 23. Hasil penelitian ini membuktikan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap *employee engagement*, kepuasan kerja berpengaruh positif dan signifikan terhadap *employee engagement*, dan kompensasi non finansial berpengaruh positif dan signifikan terhadap *employee engagement*.

Kata Kunci: kepemimpinan transformasional, kepuasan kerja, kompensasi non finansial dan *employee engagement*.



ABSTRACT

This research aims to analyze the influence of Transformational Leadership, Job Satisfaction, and Non-Financial Compensation on Employee Engagement of Manpower Service employees. The sample in this study was 80 employees. The data collection method uses a survey method, with the research instrument being a questionnaire. The data analysis method uses SPSS version 23. The results of this research prove that Transformational Leadership has a positive and significant effect on employee engagement, Job Satisfaction has a positive and significant effect on Employee Engagement, and Non-Financial Compensation has a positive and significant effect on Employee Engagement.

Keywords: Transformational Leadership, Job Satisfaction, Non-Financial Compensation and Employee Engagement.

