

PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP *AFFECTIVE ORGANIZATIONAL COMMITMENT* YANG DIMEDIASI *EMPLOYEE ENGAGEMENT*

(Studi Pada Karyawan PT.Dana Mandiri Sejahtera Jombang)

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui, menganalisis, dan menjelaskan pengaruh *Transformational Leadership* dan *Employee Engagement* terhadap *Affective Organizational Commitment*, pengaruh *Transformational Leadership* terhadap *Employee Engagement*, serta peran mediasi *Employee Engagement* dalam pengaruh *Transformational Leadership* terhadap *Affective Organizational Commitment*. Penelitian ini menggunakan pendekatan kuantitatif. Populasi dari penelitian ini berjumlah 60 karyawan dengan jumlah sampel sebanyak 54 Karyawan PT.Dana Mandiri Sejahtera Jombang. Data penelitian diperoleh dari penyebaran kuesioner dengan menggunakan skala Likert. Teknik analisis data menggunakan SEM-PLS (*Structural Equation Modeling Partial Least Square*) dengan bantuan aplikasi SmartPLS4. Hasil dari penelitian ini menunjukkan bahwa *Transformational Leadership* dapat meningkatkan *Affective Organizational Commitment*, *Transformational Leadership* dapat meningkatkan *Employee Engagement*, *Employee Engagement* dapat meningkatkan *Affective Organizational Commitment*, dan *Employee Engagement* mampu memediasi secara parsial hubungan *Transformational Leadership* dengan *Affective Organizational Commitment* pada Karyawan PT.Dana Mandiri Sejahtera Jombang

Kata kunci : *Transformational Leadership, Employee Engagement* dan *Affective Organizational Commitment*,

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP ON
EMPLOYEE ENGAGEMENT MEDIATED ORGANIZATIONAL
COMMITMENT**

(Study on Employees of PT. Dana Mandiri Sejahtera Jombang)

ABSTRACT

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This study aims to identify, analyze, and explain the effect of Transformational Leadership and Employee Engagement on Affective Organizational Commitment, the effect of Transformational Leadership on Employee Engagement, and the mediating role of Employee Engagement in the influence of Transformational Leadership on Affective Organizational Commitment. This study uses a quantitative approach. The population of this study amounted to 60 employees with a total sample of 54 employees of PT.Dana Mandiri Sejahtera Jombang. Research data obtained from distributing questionnaires using a Likert scale. The data analysis technique uses SEM-PLS (Structural Equation Modeling Partial Least Square) with the help of the SmartPLS4 application. The results of this study indicate that Transformational Leadership can increase Affective Organizational Commitment, Transformational Leadership can increase Employee Engagement, Employee Engagement can increase Affective Organizational Commitment, and Employee Engagement is able to partially mediate the relationship between Transformational Leadership and Affective Organizational Commitment in PT. Dana Mandiri Sejahtera Employees Jombang

Keyword : *Transformational Leadership, Employee Engagement and Affective Organizational Commitment,*