

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN
WORK ENGAGEMENT TERHADAP PERILAKU KERJA
INOVATIF KARYAWAN DI PT. JASA MARGA
CABANG PURBALEUNYI BANDUNG**

SKRIPSI

**Diajukan untuk Memenuhi Salah Satu Syarat
Menempuh Ujian Sidang Sarjana Pendidikan
Program Studi Pendidikan Bisnis**



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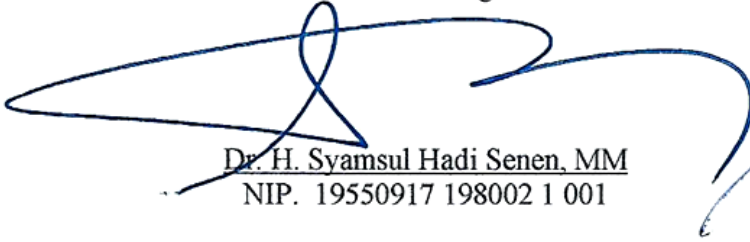
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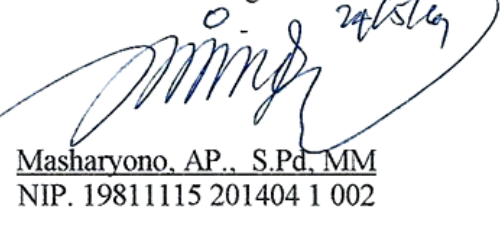
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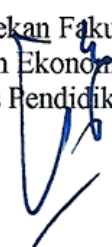
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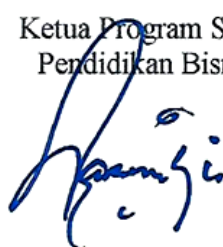
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ABSTRAK

Dewi Kania (1406972), “**Pengaruh Kepemimpinan Transformasional dan *Work Engagement* terhadap Perilaku Kerja Inovatif Karyawan Di PT. Jasa Marga Cabang Purbaleunyi Bandung**”. Di bawah bimbingan Dr. H. Syamsul Hadi Senen. M.M dan Masharyono, A.P., S.Pd., M.M.

Persaingan antar perusahaan di era globalisasi, terutama dalam perusahaan jasa semakin kompleks, sehingga SDM dituntut untuk terus berkembang. Sebuah perusahaan harus berinovasi secara *continue* untuk tetap bisa berkompetitif dan bertahan dalam jangka waktu yang panjang. Untuk melihat sejauh mana perusahaan dapat terus berinovasi tergantung pada perilaku kerja inovatif karyawan. Perilaku kerja inovatif ini masih banyak diteliti terutama pada perusahaan PT. Jasa Marga Cabang Purbaleunyi Bandung. Kepemimpinan transformasional dan *work engagement* merupakan faktor yang dapat meningkatkan perilaku kerja inovatif karyawan di PT. Jasa Marga Cabang Purbaleunyi Bandung. Penelitian ini bertujuan untuk (1) mengetahui gambaran kepemimpinan transformasional, (2) mengetahui gambaran *work engagement*, (3) mengetahui gambaran perilaku kerja inovatif, (4) mengetahui pengaruh kepemimpinan transformasional terhadap perilaku kerja inovatif, (5) mengetahui pengaruh *work engagement* terhadap perilaku kerja inovatif, dan 6) mengetahui pengaruh kepemimpinan transformasional dan *work engagement* terhadap perilaku kerja inovatif. Objek yang menjadi unit analisis dalam penelitian ini adalah karyawan PT. Jasa Marga Cabang Purbaleunyi Bandung. Jenis penelitian yang digunakan adalah deskriptif dan verifikatif. Metode yang digunakan adalah *explanatory survey* dengan jumlah sampel 82 responden. Pengumpulan data dengan menggunakan kuisioner. Teknik analisa data adalah regresi berganda dengan alat bantu *software* komputer *Statistical Product for Service Solutions (SPSS) 24.0 for windows*. Hasil temuan dalam penelitian ini menunjukkan bahwa gambaran kepemimpinan transformasional dalam kategori cukup efektif, gambaran *work engagement* dalam kategori cukup tinggi, gambaran perilaku kerja inovatif dalam kategori tinggi. Berdasarkan hasil penelitian, ditemukan bahwa kepemimpinan transformasional memberikan pengaruh sebesar 44.7% dan *work engagement* memberikan pengaruh sebesar 50.9% terhadap perilaku kerja inovatif.

Kata kunci: Kepemimpinan Transformasional, *Work Engagement*, Perilaku Kerja Inovatif

ABSTRACT

Dewi Kania (1406972), “The Influence of Transformational Leadership and Work Engagement on Employee’s Innovative Work Behavior In PT. Jasa Marga Branch of Purbaleunyi Bandung”. Under the guidance of Dr. H. Syamsul Hadi Senen. M.M and Masharyono, A.P., S.Pd., M.M

Competition between companies in the era of globalization, especially in service companies is getting more and more complex, as the result HR is required to continue developing themselves proactively. A company must innovate continuously to stay competitive and survive for long periods of time. To see how far the company can continue to innovate it depends on employees’ innovative work behavior. This innovative work behavior is still widely studied, especially at PT. Jasa Marga Purbaleunyi Branch Bandung. Transformational leadership and work engagement are the factors that can improve employees’ innovative work behavior in PT. Jasa Marga Purbaleunyi Bandung Branch. This study aims (1) to illustrate transformational leadership, (2) to know the description of work engagement, (3) to picture innovative work behavior, (4) to know the influence of transformational leadership on innovative work behavior, and (5) to know the relation of work engagement toward innovative work behavior. The object that became the unit of analysis in this study were employees of PT. Jasa Marga Purbaleunyi Branch Bandung. The type of research used is descriptive and verification. The method used is explanatory survey with 82 respondents as the sample. Data is collected using questionnaires. The data analysis technique is multiple regression with Statistical Product for Service Solutions (SPSS) 24.0 for Windows computer software tools. The discoveries in this study indicate that the idea of transformational leadership in the category is quite effective, the idea of work engagement in the category is quite high, and the description of innovative work behavior is in the high category. Based on the results of the study, it was found that transformational leadership could influence by 44.7% and work engagement could influence by 50.9% on employees' innovative work behavior.

Keywords: Transformational Leadership, Work Engagement, Innovative Work Behavior

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