

INTISARI

Tujuan penelitian ini adalah untuk menguji pengaruh kepemimpinan transformasional terhadap *work engagement* karyawan Universitas Muhammadiyah Yogyakarta. Dimana kepemimpinan transformasional terdiri dari 4 dimensi yang harus dipenuhi yaitu *inspirational motivation*, *idealized influence*, *intellectual stimulation* dan *individual consideration*. Sampel yang digunakan adalah 100 karyawan tetap dibagian staf (selain dosen) UMY dan dipilih dengan metode *purposive sampling*. Data yang digunakan dalam penelitian ini merupakan data perimer yang dikumpulkan melalui pendistribusian kuesioner kepada para responden. Analisis pengujian data menggunakan uji validitas dan uji reliabilitas, uji regresi linier berganda, uji t, uji F dan uji koefisien determinasi.

Hasil penelitian menunjukkan bahwa kepemimpinan transformasional memiliki pengaruh yang persial dan signifikan serta simultan dan signifikan terhadap *work engagement* karyawan Universitas Muhammadiyah Yogyakarta.

Kata kunci : Kepemimpinan Transformasional, *inspirational motivation*, *idealized influence*, *intellectual stimulation*, *individual consideration* dan *work engagement*.

ABSTRACT

The purpose of this research was to examine the effect of transformational leadership on employee work engagement of Universitas Muhammadiyah Yogyakarta (UMY). Where transformational leadership consists of four dimensions that must be fulfilled that is inspirational motivation, idealized influence, intellectual stimulation and individualized consideration. The samples used were 100 permanent employees, staff section (besides lecturers) of UMY and selected by purposive sampling method. The data used in this study is primary data that collected through questionnaires distributed to the respondents. Analysis of the test data using validity and reliability test, multiple linear regression test, t test, F test and coefficient determination test.

The results showed that transformational leadership has a partial significant influence and significant as well as simultaneous and significant impact on employee engagement work of Universitas Muhammadiyah Yogyakarta.

Keywords: Leadership Transormasional, inspirational motivatio, idealized influence, intellectual stimulation, individual consideration and work engagement.