

# **PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN PESEPSI DUKUNGAN ORGANISASIONAL TERHADAP KETERIKATAN KERJA KARYAWAN PT.PLN UP3 KOTA PADANG**

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## **ABSTRAK**

Penelitian ini menguji hubungan antara pengaruh Kepemimpinan Transformasional dan Persepsi Dukungan Organisasional terhadap Keterikatan Kerja karyawan PT PLN UP3 Kota Padang. Penelitian ini termasuk jenis penelitian kuantitatif, populasi dalam penelitian ini adalah karyawan PT PLN UP3 Padang. Jumlah sampel dalam penelitian ini adalah sebanyak 42 sampel dengan teknik *purposive sampling*.

Hasil penelitian ini menunjukkan bahwa hipotesis 1 Kepemimpinan Transformasional berpengaruh positif terhadap Keterikatan Kerja. Hipotesis 2 Persepsi Dukungan Organisasional berpengaruh negatif terhadap Keterikatan Kerja. Nilai koefisien regresi pada Kepemimpinan Transformasional sebesar 0,893 bertanda positif, nilai t statistik 6,34 dan nilai signifikan 0,000, keputusan hipotesis diterima. Nilai koefisien regresi pada Persepsi Dukungan Organisasional sebesar -0,500 bertanda negatif, nilai t statistik -1,05 dan nilai signifikan 0,299 keputusan ditolak.

*Kata kunci : Keterikatan Kerja, Kepemimpinan Transformasional, Persepsi Dukungan Organisasional*

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND  
PERSPECTION OF ORGANIZATIONAL SUPPORT ON EMPLOYEE  
ENGAGEMENT PT PLN UP3 PADANG CITY**

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**ABSTRACT**

This study examines the relationship between the influence of Transformational Leadership and Perceptions of Organizational Support on Work Engagement of PT PLN UP3 Padang City employees. This research is a type of quantitative research, the population in this study are employees of PT PLN UP3 Padang. The number of samples in this study were 42 samples with purposive sampling technique.

The results of this study indicate that the hypothesis 1 Transformational leadership has a positive effect on Job Engagement. Hypothesis 2 Perceptions of Organizational Support have a negative effect on Job Engagement. The regression coefficient value on Transformational Leadership is 0.893 which is positive, the t-value is 6.34 and the significant value is 0.000, the hypothesis is accepted. The regression coefficient value on Perceptions of Organizational Support is -0,500 which is negative, the t-statistic value is -1.05 and the significant value is 0.299 the decision is rejected.

*Keywords: Work Engagement, Transformational Leadership, Perceptions of Organizational Support*