

**Pengaruh Persepsi Dukungan Atasan, Kepemimpinan Transformasional dan
Ketahanan Psikologis Terhadap Sinisme Karyawan Dengan Emosi Sebagai
Variabel Mediasi (Studi Pada Pegawai Kecamatan Pariaman Tengah Di Kota
Pariaman)**

Abstrak

Tujuan Penelitian untuk mengetahui pengaruh persepsi dukungan atasan, kepemimpinan transformasional dan ketahanan psikologis terhadap sinisme karyawan dengan emosi sebagai variabel mediasi (studi pada pegawai kecamatan pariaman tengah dikota pariaman). Jumlah responden sebanyak 80 orang pegawai. Model penelitian ini diuji kesesuaiannya melalui analisis Structural Equation Model dengan menggunakan software Smart-PLS 3.2.8. Hasil penelitian membuktikan bahwa persepsi dukungan atasan mempunyai pengaruh positif terhadap sinisme karyawan, kepemimpinan transformasional mempunyai pengaruh positif terhadap sinisme karyawan, ketahanan psikologis mempunyai pengaruh negatif terhadap sinisme karyawan, emosi mempunyai pengaruh positif terhadap sinisme karyawan, persepsi dukungan atasan berpengaruh positif terhadap emosi, kepemimpinan transformasional berpengaruh positif terhadap emosi, ketahanan psikologis berpengaruh positif terhadap emosi, emosi tidak memediasi persepsi dukungan atasan terhadap sinisme karyawan, emosi memediasi kepemimpinan transformasional terhadap sinisme karyawan, emosi tidak memediasi ketahanan psikologis terhadap sinisme karyawan.

Kata Kunci: Persepsi Dukungan Atasan, Kepemimpinan Transformasional, Ketahanan Psikologis, Sinisme Karyawan dan Emosi

The Mediating Effect Of Emotions On The Relationship Between Supervisor Support Perception, Transformational Leadership, Psychological Hardiness and Employee Cynicism Emotions As Mediation (Study of Middle Pariaman District Employees in Pariaman City)

Abstract

The purpose of this research is to find out how the mediating effect of emotions on the relationship between supervisor support perception, transformational leadership, psychological hardiness and employee cynicism emotions as mediation (study of middle pariaman district employees in pariaman city) .The respondents are 80 employees. This research tested through an analysis of Structural Equation Model using software Smart-PLS 3.2.8. The result of this research proved that the superior support perception has a positive influence on employees cynicism, transformational leadership has a positive influence on employees cynicism, psychological hardiness has a negative effect on employees cynicism, emotions have a positive influence on employee cynicism, superior support perception have a positive effect on the emotion, psychological hardiness has a positive effect on emotion, emotion does not mediate superior support perception to employee cynicism, emotion mediates transformational leadership into the employee cynicism, emotion doesn't mediate psychological hardiness into the employee cynicism

Keyword : Superior Support Perception, Transformational Leadership, psychological hardiness, Employee Cynicism and Emotion