

## ABSTRAK

Fakultas Ekonomi Dan Bisnis  
Program Studi S-1 Manajemen  
2020

**Ria Nur Fitriani**

**120.2016.143**

*Employee Engagement* Sebagai Mediasi Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan PT. Sari Melati Kencana Bidang Jasa (Restoran) Cabang ITC Cempaka Mas Serta Tinjauannya Dari Sudut Pandang Islam.

92 halaman + 92 halaman + 13 tabel + 2 gambar + 4 lampiran

### Uraian Abstrak

Penelitian ini tentang *Employee Engagement* Sebagai Mediasi Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 60 responden karyawan PT. Sari Melati Kencana Bidang Jasa (Restoran) Cabang ITC Cempaka Mas. Data dikumpulkan dengan metode survey menggunakan kuesioner, metode analisis data yang digunakan adalah *Partial Least Square Structural Equation Modeling (PLS-SEM)*. Hasil uji penelitian menunjukkan bahwa kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepemimpinan transformasional berpengaruh positif dan signifikan terhadap *employee engagement*. *Employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan. *Employee engagement* memediasi pengaruh kepemimpinan transformasional terhadap kinerja karyawan ( $p\text{-value} < 0.01$ ). hal ini menunjukkan bahwa *employee engagement* memiliki hubungan yang mempengaruhi kepemimpinan transformasional terhadap kinerja karyawan. Menurut sudut pandang Islam bahwa kepemimpinan transformasional perlu diterapkan perusahaan agar pemimpin bisa memotivasi karyawannya. Kinerja karyawan wujud kesungguhan dalam bekerja. Semua hal tersebut dapat memiliki pengaruh baik terhadap keterikatan karyawan jika didasari aturan syari'at islam, dan rasa syukur kepada Allah SWT.

**Kata Kunci:** *Employee Engagement*, Kepemimpinan Transformasional, Kinerja Karyawan, , *analisis partial least square*.

## ABSTRACT

*Faculty of Economics And Business  
S-1 Study Program Management  
2020*

**Ria Nur Fitriani**

**120.2016.143**

*Employee Engagement as Mediation of the Effect of Transformational Leadership on Employee Performance at PT. Sari PT. Sari Melati Kencana in Services (Restaurant) ITC Cempaka Mas Branch and review from Islamic perspective.*

92 pages + 92 pages + 13 tables + 2 pictures + 4 attachments

### ***Abstract Description***

*This research is about Employee Engagement as a Mediation of the Effect of Transformational Leadership on Employee Performance. The number of samples used in this study were 60 respondents of employees of PT. Sari Melati Kencana in Services (Restaurant). Data were collected by survey method using a questionnaire, the data analysis method used was Partial Least Square Structural Equation Modeling (PLS-SEM). The research test results show that transformational leadership has a positive and significant effect on employee performance. Transformational leadership has a positive and significant effect on employee engagement. Employee engagement has a positive and significant effect on employee performance. Employee engagement mediates the effect of transformational leadership on employee performance (p-value <0.01). this shows that employee engagement has a relationship that affects transformational leadership on employee performance. From an Islamic point of view, transformational leadership needs to be applied by companies so that leaders can motivate their employees. Employee performance is an expression of sincerity at work. All of these things can have a good effect on employee engagement if based on Islamic shariah rules, and gratitude to Allah SWT.*

**Keywords:** *Employee Engagement , Transformational Leadership, Employee Performance, , partial least square analysis.*