

RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional, persepsi dukungan organisasi, dan *employee engagement terhadap* komitmen organisasional. Survey dilakukan di Inspektorat Kota Bekasi. Terdapat 57 orang responden yang terpilih melalui metode purposive sampling. Responden merupakan pegawai tetap di organisasi dan bekerja minimal selama lima tahun.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan regresi dan metode mediasi kausal step dapat disimpulkan bahwa : (1) kepemimpinan transformasional berpengaruh positif terhadap *employee engagement*, (2) persepsi dukungan organisasi tidak berpengaruh positif terhadap *employee engagement*, (3) kepemimpinan transformasional berpengaruh positif terhadap komitmen organisasional (4) persepsi dukungan organisasi berpengaruh positif terhadap komitmen organisasional, (5) *employee engagement* berpengaruh positif terhadap komitmen organisasional, (6) *employee engagement* memediasi hubungan antara kepemimpinan transformasional terhadap komitmen organisasional, dan (7) *employee engagement* tidak memediasi hubungan antara persepsi dukungan organisasi terhadap komitmen organisasional.

Implikasi penelitian ini ialah jika organisasi memiliki pegawai yang menanamkan rasa *employee engagement* yang selalu bangga pada pekerjaan, antusias pada pekerjaan, dan waktu terasa cepat saat bekerja akan sangat berdampak pada komitmen organisasional. Kemudian, apabila memiliki pimpinan transformasional yang mengarahkan misi instansi, memiliki tujuan, dan mengungkapkan rasa kepuasan pada pegawai akan dapat meningkatkan rasa *employee engagement* dan komitmen organisasional. Selain itu, organisasi yang memberikan dukungan mempedulikan kesejahteraan pegawai, bangga pada prestasi karyawan dan menghargai kontribusi karyawan juga dapat meningkatkan komitmen organisasional di Inspektorat Kota Bekasi.

Kata Kunci : Kepemimpinan Transformasional, Persepsi Dukungan Organisasi, *Employee Engagement*, Komitmen Organisasional.

SUMMARY

This study aims to determine the influence of transformational leadership, perceived organizational support, and employee engagement of organizational commitment. The survey was conducted at Inspectorate Bekasi. There were 57 respondents selected through purposive sampling method. Respondents are permanent employees in the organization and work for a minimum of five years.

Based on the results of research and data analysis by using regression, and causal step mediation method of causal, it can be conclude : (1) transformational leadership has a positive affects to employee engagement, (2) perceived organizational support has no positive affects to employee engagement, (3) transformational leadership has a positive affects to organizational commitment, (4) perceived organizational commitment has a positive affects to organizational commitment, (5) employee engagement has a positive affects to organizational commitment, (6) employee engagement mediates the relationship between transformational leadership towards organizational commitment, and (7) employee engagement does not mediates the relationship between perceived organizational support towards organizational commitment.

The implication of this research is if an organization has employees who instill a sense of employee engagement who is always proud of their work, enthusiasm of their work, and time feels fast at work will greatly affect organizational commitment. Then, if having a transformational leader that directs the mission to the organization, has a purpose, and expressed a sense of satisfaction in employees will be able to increase the sense of employee engagement and organizational commitment. In addition, organizations that concerning of employees welfare, pride in employees achievement, and appreciate the contribution of employees can also increase organizational commitment in Inspectorate Bekasi.

Keywords : Transformational Leadership, Perceived Organizational Support, Employee Engagement, Organizational Commitment