

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis 1) Pengaruh secara langsung *idealised influence* terhadap kinerja karyawan; 2) Pengaruh secara langsung *inspirational motivation* terhadap kinerja karyawan; 3) Pengaruh secara langsung *intellectual stimulation* terhadap kinerja karyawan; 4) Pengaruh secara langsung *individualised consideration* terhadap kinerja karyawan; 5) Peran *work engagement* dalam memediasi pengaruh *idealised influence* terhadap kinerja karyawan; 6) Peran *work engagement* dalam memediasi pengaruh *inspirational motivation* terhadap kinerja karyawan; 7) Peran *work engagement* dalam memediasi pengaruh *intellectual stimulation* terhadap kinerja karyawan; 8) Peran *work engagement* dalam memediasi pengaruh *individualised consideration* terhadap kinerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif asosiatif dengan metode kausal. Teknik pengumpulan data dilakukan dengan cara menyebarkan kuesioner kepada karyawan yang bekerja di PT. Kalimantan Sawit Kusuma dalam bentuk hard copy. Jumlah responden dalam penelitian ini 100 orang. Dalam penelitian ini, teknik pengambilan sampel menggunakan *non-probability sampling* lebih tepatnya dengan teknik *purposive sampling*. Setelah itu, data akan dianalisis dengan menggunakan SEM PLS 3.2.9. Hasil dari penelitian ini menunjukkan 1) *Idealised influence* secara langsung tidak berpengaruh terhadap kinerja karyawan; 2) *Inspirational motivation* secara langsung berpengaruh terhadap kinerja karyawan; 3) *Intellectual stimulation* secara langsung berpengaruh terhadap kinerja karyawan; 4) *Individualised consideration* secara langsung berpengaruh terhadap kinerja karyawan; 5) *Work engagement* tidak memediasi pengaruh *idealised influence* terhadap kinerja karyawan (*no effect*); 6) *Work engagement* memediasi pengaruh *inspirational motivation* terhadap kinerja karyawan (*partial mediation*); 7) *Work engagement* tidak memediasi pengaruh *intellectual stimulation* terhadap kinerja karyawan (*direct only*); 8) *Work engagement* tidak memediasi pengaruh *individualised consideration* terhadap kinerja karyawan (*direct only*).

Kata Kunci : *Idealised influence, Inspirational motivation, Intellectual stimulation, Individualised consideration, Kinerja karyawan dan Work Engagement.*

## **ABSTRACT**

*This study aims to analyze 1) The direct effect of idealized influence on employee performance; 2) The direct effect of inspirational motivation on employee performance; 3) The direct effect of intellectual stimulation on employee performance; 4) The direct effect of individualized consideration on employee performance; 5) The role of work engagement in mediating the influence of idealized influence on employee performance; 6) The role of work engagement in mediating the influence of inspirational motivation on employee performance; 7) The role of work engagement in mediating the effect of intellectual stimulation on employee performance; 8) The role of work engagement in mediating the effect of individualized consideration on employee performance. This research uses an associative quantitative approach with a causal method. The data collection technique was carried out by distributing questionnaires to employees who worked at PT Kalimantan Sawit Kusuma in hard copy. The number of respondents in this study was 100 people. In this study, the sampling technique used non-probability sampling, more precisely with purposive sampling technique. After that, the data will be analyzed using SEM PLS 3.2.9. The results of this study show that 1) Idealized influence directly has no effect on employee performance; 2) Inspirational motivation directly affects employee performance; 3) Intellectual stimulation directly affects employee performance; 4) Intellectual stimulation directly affects employee performance; 5) Intellectual stimulation directly affects employee performance; and 6) Intellectual stimulation directly affects employee performance.*

*Keywords: Idealized influence, Inspirational motivation, Intellectual stimulation, Individualized consideration, Employee performance and Work Engagement.*