

ABSTRAK

Peranginangin, Florence Nathania. 2025. Hubungan antara *servant leadership* dan *work engagement* pada karyawan generasi z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma

Penelitian ini bertujuan untuk mengetahui hubungan antara *servant leadership* dan *work engagement* pada karyawan generasi Z. Hipotesis dari penelitian ini adalah terdapat hubungan positif antara *servant leadership* dan *work engagement* pada karyawan generasi Z. Subjek dalam penelitian ini berjumlah 160 karyawan yang tersebar dari beberapa wilayah di Indonesia dengan pengalaman kerja minimal 1 tahun. Subjek penelitian ini terdiri dari 52 laki-laki dan 109 perempuan yang lahir pada rentang tahun 1995 – 2010. Penelitian ini merupakan penelitian kuantitatif yang menggunakan *convenience sampling* sebagai teknik pengambilan sampel. Alat ukur yang digunakan untuk mengukur variabel *servant leadership* yaitu *Servant Leadership Behavior Scale-6* (SLBS-6) milik Sendjaya, dkk. (2017) yang berjumlah 6 item dan diterjemahkan oleh peneliti ke dalam Bahasa Indonesia. Kemudian, alat ukur yang digunakan untuk mengukur variabel *work engagement* yaitu *Utrecht Work Engagement Scale-9* (UWES-9) milik Schaufeli, dkk. (2006) yang telah diadaptasi ke dalam Bahasa Indonesia oleh Kristiana, dkk (2018) dengan item berjumlah 9 item. Hasil uji reliabilitas skala *servant leadership* mendapatkan nilai *Alpha Cronbach* 0,736 dan skala *work engagement* mendapatkan nilai *Alpha Cronbach* 0,922. Hasil uji normalitas menggunakan Kolmogorov-Smirnov menunjukkan bahwa data tidak berdistribusi normal ($p < 0,05$). Hasil uji linearitas menunjukkan bahwa kedua variabel memiliki hubungan yang linear ($p < 0,05$). Uji hipotesis dilakukan dengan menggunakan *Spearman's rho* menunjukkan terdapat hasil positif yang kuat dengan koefisien korelasi 0,555 dan nilai signifikansi 0,000 ($p < 0,05$). Dapat disimpulkan bahwa terdapat hubungan positif dan signifikan antara *servant leadership* dan *work engagement* pada karyawan generasi Z.

Kata kunci: *servant leadership*, *work engagement*, karyawan generasi Z

ABSTRACT

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This study aims to determine the relationship between servant leadership and work engagement among Generation Z employees. The hypothesis of this research is that there is a positive correlation relationship between servant leadership and work engagement among Generation Z employees. The subjects of this study were 161 employees from various regions in Indonesia with a minimum of one year of work experience. The participants consisted of 52 males and 109 females born between 1995 - 2010. This is a correlational quantitative study using convenience sampling as the sampling technique. The measuring instrument used to measure the servant leadership variable was the Servant Leadership Behavior Scale-6 (SLBS-6) developed by Sendjaya et al. (2017), consisting of 6 items and translated into Indonesian by the researcher. The measuring instrument used to measure the work engagement variable was the Utrecht Work Engagement Scale-9 (UWES-9) developed by Schaufeli et al. (2006), which had been adapted into Indonesian by Kristiana et al. (2018) and consists of 9 items. The result of the reliability test with Cronbach's Alpha values for the servant leadership scale were 0,736 and Cronbach's Alpha values for the work engagement scale were 0,922. The result of normality test using Kolmogorov-Smirnov method indicated that the data were not normally distributed ($p < 0,05$). The linearity test showed that the two variables had a linear relationship ($p < 0,05$). The hypothesis was tested using Spearman's rho showed a strong positive result with a correlation coefficient of 0.555 and a significance value of 0.000 ($p < 0.05$). It can be concluded that there is a positive and significant relationship between servant leadership and work engagement among generation Z employees.

Keywords: servant leadership, work engagement, generation Z employees