

The Influence of Authentic Leadership and Employee Engagement on Job Satisfaction of Employees at PT Clara Cipta Abadi Jakarta.

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ABSTRACT

This study is a quantitative study to determine the effect of Authentic Leadership and Employee Engagement on Job Satisfaction. This research is motivated by the problems found regarding Authentic Leadership, Employee Engagement, and job satisfaction at PT Clara Cipta Abadi Jakarta. The data collection method used in this research is using a sampling technique, namely probability sampling with a sample of 95 employees of PT Clara Cipta Abadi Jakarta. In testing the hypothesis, this research uses the coefficient of determination test (R²), partial test (T test), and simultaneous test (F test). The results obtained from this study are (1) there is a significant influence between Authentic Leadership on Job Satisfaction of PT Clara Cipta Abadi Jakarta employees. (2) there is a significant influence between Employee Engagement on Job Satisfaction of PT Clara Cipta Abadi Jakarta employees. And (3) there is a significant influence between Authentic Leadership and Employee Engagement on Job Satisfaction of PT Clara Cipta Abadi Jakarta employees.

Key word: Authentic Leadership; Employee Engagement; Job Satisfaction.

Pengaruh *Authentic Leadership* dan *Employee Engagement* terhadap *Job Satisfaction* Karyawan PT Clara Cipta Abadi Jakarta.

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ABSTRAK

Penelitian ini merupakan penelitian kuantitatif untuk mengetahui pengaruh *Authentic Leadership* dan *Employee Engagement* terhadap *Job Satisfaction*. Penelitian ini dilatarbelakangi dengan adanya masalah yang ditemukan mengenai *Authentic Leadership*, *Employee Engagement*, dan *job satisfaction* pada PT Clara Cipta Abadi Jakarta. Metode pengumpulan data yang digunakan pada penelitian ini adalah menggunakan teknik sampling yaitu *probability sampling* dengan sampel yang digunakan yaitu karyawan PT Clara Cipta Abadi Jakarta sebanyak 95 karyawan. dalam pengujian hipotesis yang dilakukan penelitian ini menggunakan uji koefisien determinan (R^2), uji parsial (uji T), dan uji simultan (uji F). Hasil yang diperoleh dari penelitian ini adalah (1) adanya pengaruh yang signifikan antara *Authentic Leadership* terhadap *Job Satisfaction* karyawan PT Clara Cipta Abadi Jakarta. (2) adanya pengaruh yang signifikan antara *Employee Engagement* terhadap *Job Satisfaction* karyawan PT Clara Cipta Abadi Jakarta. Dan (3) adanya pengaruh yang signifikan antara *Authentic Leadership* dan *Employee Engagement* terhadap *Job Satisfaction* karyawan PT Clara Cipta Abadi Jakarta.

Kata kunci: *Authentic Leadership; Employee Engagement; Job Satisfaction.*