

THE EFFECT OF TRANSFORMATIONAL LEADERSHIP AND ETHICAL CLIMATE ON WORK ENGAGEMENT WITH AFFECTIVE COMMITMENT AS A MEDIATION VARIABLE (PT DMS PROPERTINDO Tbk.)

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ABSTRACT

This research was conducted to determine the effect of transformational leadership and ethical climate on work engagement with affective commitment as a mediating variable (PT DMS Propertindo Tbk). The sample used in this study was 100 employees of PT DMS Propertindo Tbk. Data collection techniques using a questionnaire with a Likert scale. The data analysis technique used is descriptive data analysis, partial least squares (PLS), validity test, reliability test, hypothesis test and coefficient of determination test. This study uses the SmartPLS 3.0 program to analyze the data. The results of this study indicate that (1) transformational leadership has a significant effect on work engagement (2) ethical climate has a significant effect on work engagement, (3) affective commitment has a significant effect on work engagement, (4) transformational leadership has an effect on work engagement through affective commitment , (5) ethical climate affects work engagement through affective commitment.

Keywords: *Transformational Leadership, Ethical Climate, Affective Commitment, And Work Engagement.*

PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN *ETHICAL CLIMATE* TERHADAP *WORK ENGAGEMENT* DENGAN *AFFECTIVE COMMITMENT* SEBAGAI VARIABEL MEDIASI (PT DMS PROPERTINDO Tbk.)

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh *transformational leadership* dan *ethical climate* terhadap *work engagement* dengan *affective commitment* sebagai variabel mediasi (PT DMS Propertindo Tbk). Sampel yang digunakan dalam penelitian ini adalah 100 orang staf karyawan PT DMS Propertindo Tbk. Teknik pengumpulan data menggunakan kuesioner dengan skala likert. Teknik analisis data yang digunakan adalah analisis datadeskriptif, partial least square (PLS), uji validitas, uji reliabilitas, uji hipotesis dan uji koefisien determinasi. Penelitian ini menggunakan program SmartPLS 3.0 untuk melakukan analisis terhadap data. Hasil dari penelitian ini menunjukkan bahwa (1) *transformational leadership* berpengaruh signifikan terhadap *work engagement* (2) *ethical climate* berpengaruh signifikan terhadap *work engagement*, (3) *affective commitment* berpengaruh signifikan terhadap *work engagement*, (4) *transformational leadership* berpengaruh terhadap *work engagement* melalui *affective commitment*, (5) *ethical climate* berpengaruh terhadap *work engagement* melalui *affective commitment*.

Kata Kunci: *Transformational Leadership, Ethical Climate, Affective commitment, dan Work engagement*