

HUBUNGAN ANTARA GAYA KEPEMIMPINAN DENGAN WORK ENGAGEMENT PADA PERSONIL 092/MAHARAJALILA BULUNGAN

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ABSTRAK

Tentara Nasional Indonesia (TNI) merupakan abdi negara yang menegakkan kedaulatan dan pertahanan wilayah Negara Indonesia. Komando Resort Militer (KOREM) merupakan kesatuan teritorial yang dibawah pengawasan Komando Daerah Militer (KODAM). *Work engagement* ideal memberikan energi perhatian yang kuat, sehingga karyawan memberikan keahlian yang terbaik yang dimilikinya dalam pekerjaannya. Gaya kepemimpinan merupakan sebagai proses mempengaruhi orang dengan sengaja. Hubungan gaya kepemimpinan menggambarkan daya guna dalam meningkatkan *work engagement* anggota. Peneliti menggunakan metode kuantitatif dengan pendekatan korelasional dengan subjek 64 anggota TNI AD yang berlokasi di KOREM 092/Maharajalila Bulungan. Teknik pengumpulan data yang peneliti gunakan adalah kuesioner. Hasil uji hipotesis terdapat hubungan positif antara variabel *work engagement* dengan variabel gaya kepemimpinan dengan nilai signifikan $p=0,000$ ($<0,005$) dengan *correlation* sebesar $R= 0,812$. Dapat disimpulkan bahwa, adanya hubungan positif antara gaya kepemimpinan dengan *work engagement* di KOREM 092/Maharajalila Bulungan. Semakin tinggi gaya kepemimpinan maka semakin tinggi *work engagement* personil KOREM 092/Maharajalila Bulungan.

Kata Kunci : *Work Engagement*, Gaya Kepemimpinan, TNI, KOREM.

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**THE RELATIONSHIP BETWEEN LEADERSHIP STYLE AND WORK
ENGAGEMENT IN PERSONNEL OF KOREM 092/MAHARAJALILA
BULUNGAN**

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ABSTACT

The Indonesian National Army (TNI) is a servant of the state that upholds the sovereignty and defense of the territory of the State of Indonesia. The Military Resort Command (KOREM) is a territorial unit under the supervision of the Military Regional Command (KODAM). Ideal work engagement provides strong attention energy, so that employees provide the best expertise they have in their work. Leadership style is the process of influencing people intentionally. The relationship between leadership styles illustrates the effectiveness in increasing work engagement of members. Researchers used quantitative methods with a correlational approach with the subject of 64 members of the Army located in KOREM 092 / Maharajalila Bulungan. The data collection technique that researchers use is a questionnaire. The results of hypothesis testing showed a positive relationship between work engagement variables and leadership style variables with a significant value of $p=0.000$ (<0.005) with a correlation of $R = 0.812$. It can be concluded that, there is a positive relationship between leadership style and work engagement at KOREM 092/Maharajalila Bulungan. The higher the leadership style, the higher the work engagement of KOREM 092/Maharajalila Bulungan personnel.

Keywords: Work Engagement, Leadership Style, TNI, KOREM.

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