

Abstract

Transformational leadership is the process of creating a relationship that increases motivation and morality within the leader and follower. While employee engagement is the energy of the employees to help the organization achieve its objectives.

This study was conducted to determine the effect of transformational leadership style on employee engagement PT.WIKA Concrete Tbk, Bogor Bogor's employee. The purpose of this study to determine how much influence transformational leadership style in influencing employee engagement PT.WIKA Concrete Tbk, PBB Bogor's employee for management to implementing appropriate force so as to optimize the sense of belonging within the company's employees to produce quality concrete.

This study uses quantitative research through descriptive analysis approach. The data collection technique using saturation sampling, the number of respondents was 155 respondents and using simple linear regression analysis techniques.

From the data processing, it is known that the variables of transformational leadership has a positive and significant impact on employee engagement PT.WIKA Concrete Tbk, PBB Bogor. This is evidenced by $t_{count} > t_{table}$ ($9.054 > 1.975$) with the level of significance $0.000 < 0.05$. Based on the partial results of hypothesis testing (test t) obtained idealized dimensions of Influence, Inspirational Motivation, Intellectual Stimulation, and Individualized Consideration significant effect on employee engagement PT.WIKA Concrete Tbk, PBB Bogor. The overall effect of transformational leadership on employee engagement amounted to 34.92% and the remaining 65.08% influenced by other variables outside of this study.

Improvement needs to be increased on the indicators Inspirational Motivation, using words that are easy to understand (not rambling) in the work can be pursued where the chief was supposed to implement the sentence that is easy to understand all the circles.

Keywords: Leadership, Transformational, Employee, Engagement