

**PENGARUH TRANSFORMATIONAL LEADERSHIP TERHADAP  
EMPLOYEE ENGAGEMENT MELALUI PSYCHOLOGICAL  
MEANINGFULNESS DAN PSYCHOLOGICAL AVAILABILITY PADA  
KARYAWAN PT.PETROKIMIA GRESIK**

**ABSTRAK**

*Transformational leadership* merupakan salah satu faktor pembentuk *employee engagement*. Karyawan akan memberi respon positif dan menghasilkan kinerja yang lebih baik, ketika karyawan tersebut memiliki keterikatan emosional (*emotionally engaged*) dengan pemimpinnya.

Tujuan penelitian ini adalah untuk mengetahui pengaruh *transformational leadership* terhadap *employee engagement* dan juga untuk mengetahui pengaruh *psychological meaningfulness* dan *psychological availability* sebagai variabel mediasi. Penelitian ini menggunakan pendekatan kuantitatif. Sampel dalam penelitian ini adalah 324 karyawan PT. Petrokimia Gresik menggunakan metode kuesioner. Teknik analisis yang digunakan dalam penelitian ini adalah Partial Least Square (PLS).

Hasil penelitian ini menunjukkan bahwa kepemimpinan transformasional berpengaruh signifikan terhadap engagement karyawan, juga *psychological meaningfulness* dan *psychological availability* sebagai variabel mediasi yang berpengaruh signifikan terhadap *employee engagement* di PT.Petrokimia Gresik.

**Kata kunci:** *transformational leadership, psychological meaningfulness, psychological availability employee engagement.*

**THE EFFECT OF TRANSFORMATIONAL LEADERSHIP ON  
EMPLOYEE ENGAGEMENT THROUGH PSYCHOLOGICAL  
MEANINGFULNESS AND PSYCHOLOGICAL AVAILABILITY IN  
EMPLOYEES PT.PETROKIMIA GRESIK**

**ABSTRACT**

Transformational leadership is one of the factors that increase employee engagement. Employees will respond positively and produce better performance, when the employee has emotional engagement (emotionally engaged) with the leader.

The purpose of this study is to determine the effect of transformational leadership on employee engagement and also to determine the effect of psychological meaningfulness and psychological availability as a mediation variable. This study uses a quantitative approach. The sample in this research is 324 employees of PT. Petrokimia Gresik uses questionnaire method. Analysis technique used in this research is Partial Least Square (PLS).

The results of this study indicate that transformational leadership has a significant effect on employee engagement, as well as psychological meaningfulness and psychological availability as a mediating variable that significantly affect employee engagement in PT.Petrokimia Gresik

**Keywords:** transformational leadership, psychological meaningfulness, psychological availability, employee engagement.