

ABSTRAK

Lathifatul Azmi, 111411131019, Hubungan antara Kepemimpinan Transformasional dengan *Job Crafting* pada Pegawai Generasi Y di Sektor Industri Kreatif, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2018
xvi + 74 halaman + 22 lampiran

Penelitian ini bertujuan untuk mengetahui adanya hubungan antara kepemimpinan transformasional dengan job crafting pada pegawai di sektor industri kreatif. Job crafting menurut Tims, Bakker, dan Derks (2012) adalah perilaku pegawai untuk menyelaraskan pekerjaan dengan preferensi, motif, dan passion dengan mengusahakan keseimbangan antara job demands dengan job resources. Sedangkan kepemimpinan transformasional menurut Bass (1999) adalah perilaku pemimpin yang fokus pada pencapaian visi dan misi serta pemberian motivasi pada pegawainya.

Penelitian ini dilakukan pada pegawai generasi Y di sektor industri kreatif dengan jumlah subjek penelitian sebanyak 166 orang. Data diperoleh menggunakan metode survei dengan menggunakan Job Crafting Scale oleh Tims, Bakker, dan Derks (2011) yang telah diadaptasi dan digunakan oleh Andini (2016) serta Multifactor Leadership Questionnaire Scoring Key (5x) Score: Technical Report Bass dan Avolio (1994) yang telah diadaptasi dan digunakan pula oleh Laga (2014).

Analisis data yang dilakukan pada penelitian ini menggunakan bantuan Statistical Program Social Sciences for Windows versi 22.0. Hasil analisis pada penelitian ini menunjukkan nilai signifikansi sebesar 0,000 ($p < 0,05$) dan nilai koefisien korelasi sebesar 0,635 berdasarkan kategori Spearman's rho. Dari hasil analisis tersebut dapat ditarik kesimpulan bahwa terdapat hubungan antara kepemimpinan transformasional dengan job crafting pada pegawai di sektor industri kreatif. Korelasi positif antara kepemimpinan transformasional dengan job crafting menunjukkan bahwa peningkatan salah satu variabel tersebut akan disertai dengan peningkatan variabel lainnya.

Kata kunci: *Kepemimpinan Transformasional, Job Crafting, Generasi Y, Industri Kreatif*

Daftar Pustaka, 57(1999-2018)

ABSTRACT

Lathifatul Azmi, 111411131019, The Relationship Between Transformational Leadership and Job Crafting in Creative Industry's Millenials Employee. Thesis, Fakultas Psikologi Universitas Airlangga Surabaya, 2018
xvi + 74 pages + 22 appendixes

This research was aimed to discover the relationship between transformational leadership and creative industry employee. According to Tims, Bakker, and Derks (2012), job crafting is a role of the employee to compensate works with preferences, motives, and passion which leads into the balancing of job demand and job resources. On the other words, Bass (1999), stated that transformational leadership is a leader behaviour that focus on vision, mission, and motivation as well as consideration to the workers.

This research was conducted to 166 millenials employees among creative industry. The data was gained through survey method by using Job Crafting Scale which is invented by Tims, Bakker and Derks (2011) which had been adapted and used by Andini (2016) along with the used of Multifactor Leadership Questionnaire Scoring Key (5x) Score: Technical Report by Bass and Avolio (1999) that has been adapted and used by Laga (2014).

The data analysis was done by the assisting of Statistical Program Social Sciences for Windows version 22.0. The outcomes showed that there was a significant value of 0.000 ($p < 0.05$) and the coefficient correlation was 0,635 based on Spearman's rho. Regarding to the results, it can be concluded that there is a correlation between transformational leadership and job crafting in creative industry employee. The positive correlation between transformational leadership and job crafting presented how one of the variables is high possibly increasing along with other variables.

Keywords: *Transformational Leadership, Job Crafting, Millenials, Creative Industry*

References, 57(1999-2018)