

ABSTRAK

Tujuan dilakukannya penelitian ini adalah untuk mengetahui pengaruh *shared leadership* terhadap *organizational commitment* dan *creativity* di mediasi oleh *psychological capital* pada karyawan *food and beverage* hotel bintang tiga di Malang berdasarkan perspektif makro yaitu *social exchange theory*. Penelitian dilakukan untuk mengatasi industri bisnis perhotelan yang semakin kompetitif. Hal ini menyebabkan pentingnya berbagai aspek penunjang untuk mendukung sebuah hotel dapat bersaing dengan hotel yang lain. Populasi yang digunakan dalam penelitian ini yaitu karyawan *food and beverage* hotel bintang tiga di Malang yaitu Hotel Regent's Park Malang, Hotel Savana & Convention Malang, dan Hotel Maxone Ascent Malang dengan jumlah 111 orang. Jenis penelitian ini merupakan penelitian kuantitatif. Teknik pengambilan sampel menggunakan teknik sensus. Teknik analisis yang digunakan adalah Partial Least Square (PLS). Hasil penelitian ini membuktikan bahwa *shared leadership* berpengaruh positif dan signifikan terhadap *organizational commitment* dan *creativity* dengan peran mediasi parsial oleh *psychological capital* pada karyawan *food and beverage* hotel bintang tiga di Malang.

Kata kunci: *shared leadership, psychological capital, organizational commitment, creativity*

ABSTRACT

The purpose of this study was to determine the effect of shared leadership on organizational commitment and creativity mediated by psychological capital in contract employees of food and beverage three star hotels in Malang based on a macro perspective, namely social exchange theory. Research was conducted to address the increasingly competitive hospitality business industry. This causes the importance of various aspects of support to support a hotel to compete with other hotels. The population used in this study were contracted employees of three-star hotel food and beverage in Malang, namely Regent's Park Hotel Malang, Savana Hotel & Convention Malang, and Hotel Maxone Ascent Malang with 111 people. This type of research is quantitative research. The sampling technique uses census techniques. The analysis technique used is Partial Least Square (PLS). The results of this study prove that shared leadership has a positive and significant effect on organizational commitment and creativity with the role of partial mediation by psychological capital in employees of three-star hotel food and beverage contracts in Malang.

Keywords: *shared leadership, psychological capital, organizational commitment, creativity*