

From Vision to Action: Unraveling Work Engagement's Role in Linking Leadership to Performance

Fitri Rezeki^{1*}, Yuan Badrianto², Tri Ngudi Wijayanto³, Anna Wulandari⁴, Yunita Ramadhani⁵

^{1,2} Program Studi Manajemen, Fakultas ekonomi dan Bisnis, Universitas Pelita Bangsa

³ Program Studi Teknik Lingkungan, Fakultas Teknik, Universitas Pelita Bangsa

^{4,5} Program Studi Magister Manajemen, Fakultas ekonomi dan Bisnis, Universitas Pelita Bangsa

Corresponding email: Fitri_rezeki@alungcipta.com

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ABSTRACT

Objectives- This study aims to analyze the effect of transformational leadership style on employee performance by involving work engagement as a mediating variable at CV Mustika Jaya Furniture. **Methodology-** The study used a quantitative approach with a survey method of 74 employees of CV Mustika Jaya Furniture selected by purposive sampling. Data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with the help of SmartPLS V3.0 software to test the mediating role of work engagement and the validity and reliability of the model. **Findings-** The results of the study indicate that: (1) transformational leadership style has a positive and significant effect on employee performance, (2) transformational leadership style has a positive and significant effect on work engagement, and (3) work engagement acts as a partial mediator in the relationship between transformational leadership and employee performance. **Suggestion-** Theoretically, this study strengthens the empirical evidence on the mediation mechanism in the leadership-performance relationship in the context of Indonesian furniture SMEs

Keywords: Transformational Leadership; Work Engagement; Employee Performance; PLS-SEM.

ABSTRAK

Tujuan- Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional terhadap kinerja karyawan dengan melibatkan keterlibatan kerja (work engagement) sebagai variabel mediasi pada CV Mustika Jaya Furniture. **Metodologi-** Penelitian menggunakan pendekatan kuantitatif dengan metode survei terhadap 74 karyawan CV Mustika Jaya Furniture yang dipilih secara purposive sampling. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Partial Least Squares Structural Equation Modeling (PLS-SEM) dengan bantuan software SmartPLS V3.0 untuk menguji peran mediasi keterlibatan kerja serta validitas dan reliabilitas model. **Temuan-** Hasil penelitian menunjukkan bahwa: (1) gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) gaya kepemimpinan transformasional berpengaruh positif dan signifikan terhadap keterlibatan kerja, dan (3) keterlibatan kerja berperan sebagai mediator parsial dalam hubungan antara kepemimpinan transformasional dan kinerja karyawan. **Saran-** Secara teoritis, penelitian ini memperkuat bukti empiris tentang mekanisme mediasi dalam hubungan kepemimpinan-kinerja di konteks UKM furniture Indonesia.

Kata kunci: Kepemimpinan Transformasional; Keterlibatan Kerja; Kinerja Karyawan; PLS-SEM.

