

RELATIONSHIP BETWEEN SERVANT LEADERSHIP AND WORK ENGAGEMENT AMONG MILENIAL GENERATION EMPLOYEES IN INDONESIA DURING THE COVID-19 PANDEMIC

ABSTRACT

This research was conducted with the aim of knowing the positive relationship between servant leadership and work engagement in the millennial generation in the era of the Covid-19 pandemic. This study uses data from 506 participants, both men and women 21-41 years old who are working. This quantitative research was carried out using a non-probability sampling method. Data was collected by spreading two Likert model scales. The data in this study were obtained using the adaptation scale of Sendjaya's Short Form Servant Leadership Scale ($\alpha=0.859$) (2017) and the adaptation scale of Schaufeli's Utrecht Work Engagement Scale-9 ($\alpha=0.848$) (2002) which has been translated by Kristiana (2018). The data in this study were not normally distributed, so the data were analyzed using Spearman's Rho one tailed. Correlation coefficient score of 0.418 has been obtained with a significance of $p = 0.00$ ($p < 0.05$). The conclusion from this study is that there is a significant positive relationship between servant leadership and work engagement in the millennial generation during the Covid-19 pandemic.

Keywords: servant leadership, work engagement, millennials, covid-19 pandemic

HUBUNGAN ANTARA *SERVANT LEADERSHIP* DENGAN *WORK ENGAGEMENT* PADA KARYAWAN GENERASI MILENIAL DI INDONESIA PADA MASA PANDEMI COVID-19

ABSTRAK

Penelitian ini dilaksanakan dengan tujuan untuk mengetahui adanya hubungan positif antara *servant leadership* dan *work engagement* pada generasi milenial di era pandemic Covid-19. Penelitian ini menggunakan data yang berasal dari 506 partisipan, baik laki-laki maupun perempuan dalam rentang usia 21-41 tahun yang sedang bekerja. Penelitian kuantitatif ini dilaksanakan dengan menggunakan metode *non-probability sampling*. Pengumpulan data dilakukan dengan menyebarkan dua skala model Likert. Data dalam penelitian ini diperoleh menggunakan skala adaptasi *Short Form Servant Leadership Scale* ($\alpha=0.859$) milik Sendjaya (2017) dan skala adaptasi *Utrecht Work Engagement Scale-9* ($\alpha=0.848$) miliki Schaufeli (2002) yang telah diterjemahan oleh Kristiana (2018). Data pada penelitian ini tidak berdistribusi normal, maka data dianalisis menggunakan *Spearman's Rho one tailed*. Berdasarkan hasil uji korelasi yang dilakukan telah diperoleh skor koefisien korelasi sebesar 0.418 dengan signifikansi sebesar $p=0.00$ ($p<0.05$). Kesimpulan dari hasil penelitian ini adalah terdapat hubungan signifikan positif antara *servant leadership* dan *work engagement* pada generasi milenial di masa pandemi Covid-19.

Katakunci: *servant leadership*, *work engagement*, generasi milenial, pandemi Coivd-19