

The Influence of Leadership Style on Employee Work Engagement

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Abstract

This study aims to determine the influence of leadership style (transformational, transactional and laissez-faire) on work engagement. Leadership styles is the overall leader's actions pattern that is perceived by subordinates. Work engagement is a positive behavior of employees that has a link between employees trust to the organization and their leaders (cognitive) and what employees felt upon the mind, emotions and behaviors (affective) with their job that is characterized by vigor, dedication, and absorption. Sampling technique using a stratified random sampling and the number of respondents gathered were 334 from headquarters and regional bureaus in KBX. A non-experimental quantitative method used this study. The results showed that leadership style significantly influenced on work engagement, transformational leadership, inspirational motivation and management by exception active significantly influenced on work engagement and its dimensions, and idealized influence (behavior) significantly affected absorption.

Key words: Transformational leadership, transactional leadership, laissez-faire leadership, work engagement