HUBUNGAN *EMPOWERING LEADERSHIP* DAN *PSYCHOLOGICAL EMPOWERMENT* ORGANISATOR PADA ORGANISASI KEMAHASISWAAN UNIVERSITAS DIPONEGORO

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan *empowering leadership* dan *psychological empowerment* organisator pada organisasi kemahasiswaan Universitas Diponegoro. *Empowering leadership* adalah gaya kepemimpinan yang dinilai oleh anggota berupa adanya pemberian kekuasaan, tanggung jawab, dan fasilitas pengembangan diri sehingga meningkatkan kebermaknaan dan kepercayaan diri anggota dalam melakukan tugas. *Psychological empowerment* adalah motivasi intrinsik terhadap peran kerja yang dapat diwujudkan dengan memunculkan empat kognisi berikut pada individu, yakni merasa penting dan sesuai dengan pekerjaannya (*meaning*), merasa mampu melaksanakan tugasnya (*competence*), mengetahui cara menyelesaikan tugasnya (*self determination*), dan yakin bahwa pekerjaan yang dilakukan akan berdampak baik (*impact*). *Empowering leadership* diukur menggunakan *Empowering Leadership Scale* (ELS) (22 aitem, α = 0,903), sedangkan *psychological empowerment* menggunakan *Psychological Empowerment Questionnaire* (PEQ) (12 aitem, α = 0,916). Subjek berjumlah 99 anggota Ormawa Insani meliputi angkatan 2019, 2020, 2021 yang dipilih berdasarkan teknik *simple random sampling*. Analisis regresi linier sederhana menginformasikan bahwa terdapat hubungan positif antara *empowering leadership* dan *psychological empowerment* pada organisator ($r_{xy} = 0{,}268$; $p = 0{,}007$ ($p < 0{,}05$)). Hubungan yang positif menandakan bahwa ketika organisator mendapatkan tingkat *empowering leadership* yang tinggi, maka *psychological empowerment* yang dirasakan juga akan tinggi, begitupun sebaliknya. *Empowering leadership* memberikan sumbangan efektif terhadap *psychological empowerment* sebesar 7,2%, sisanya 92,8% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata kunci: *empowering leadership*; *psychological empowerment;* organisator.

THE RELATIONSHIP BETWEEN EMPOWERING LEADERSHIP AND PSYCHOLOGICAL EMPOWERMENT ORGANIZERS IN STUDENT ORGANIZATIONS OF DIPONEGORO UNIVERSITY

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Abstract

This study aims to determine the relationship between empowering leadership and psychological empowerment of organizers in student organizations at Diponegoro University. Empowering leadership is a leadership style rated by members in the form of giving power, responsibility, and self-development facilities to increase the meaningfulness and confidence of members in carrying out tasks. Psychological empowerment is an intrinsic motivation towards work roles that manifested by giving rise to the following four cognitions in individuals, namely feeling important and appropriate with their work (meaning), feeling capable of carrying out their duties (competence), knowing how to complete their tasks (self-determination), and believing that the work done will have a good impact (impact). Empowering leadership was measured using the Empowering Leadership Scale (ELS) (22 items, $\alpha = 0.903$), while psychological empowerment used the Psychological Empowerment Questionnaire (PEQ) (12 items, $\alpha = 0.916$). The subjects were 99 members of Ormawa Insani covering the 2019, 2020, 2021 classes selected based on a simple random sampling technique. Simple linear regression analysis revealed that there is a positive relationship between empowering leadership and psychological empowerment in organizers ($rxy = 0.268$; $p = 0.007$ ($p < 0.05$)). A positive relationship indicates that when the organizer gets a high level of empowering leadership, the perceived psychological empowerment will also be high, and vice versa. Empowering leadership gives effective contribution to psychological empowerment by 7.2%, remaining 92.8% is influenced by other variables not examined in this study.

Keywords: empowering leadership; psychological empowerment; organizer.