

HUBUNGAN GAYA KEPEMIMPINAN TRANSFORMASIONAL DENGAN SEMANGAT KERJA PEGAWAI PADA DINAS PARIWISATA, PEMUDA, DAN OLAHRAGA, SATUAN POLISI PAMONG PRAJA, SERTA DINAS PERIKANAN DAN PETERNAKAN DI LINGKUNGAN PEMERINTAH KABUPATEN NGAWI

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ABSTRAK

Tuntutan yang tinggi bagi pegawai dalam melayani masyarakat menuntut semangat kerja yang optimal di Dinas Pariwisata, Pemuda, dan Olahraga, Satuan Polisi Pamong Praja, serta Dinas Perikanan dan Peternakan Kabupaten Ngawi. Gaya kepemimpinan transformasional terbukti dapat meningkatkan produktivitas dan semangat kerja. Tujuan penelitian ini adalah mengetahui hubungan gaya kepemimpinan transformasional terhadap semangat kerja pegawai Dinas Pariwisata, Pemuda, dan Olahraga, Satuan Polisi Pamong Praja, serta Dinas Perikanan dan Peternakan Kabupaten Ngawi. Penelitian ini melibatkan 28 pegawai Dinas Pariwisata, Pemuda, dan Olahraga, 53 pegawai Satuan Polisi Pamong Praja, dan 25 pegawai Dinas Perikanan dan Peternakan yang dipilih berdasarkan teknik *proportional random sampling*. Data dikumpulkan menggunakan kuesioner menggunakan skala Likert. Alat ukur yang digunakan adalah skala kepemimpinan transformasional (52 item valid, $\alpha = 0,968$) dan skala semangat kerja (55 item valid, $\alpha = 0,919$). Uji hipotesis dilakukan dengan analisis regresi sederhana yang menunjukkan adanya hubungan positif dan signifikan antara kepemimpinan transformasional dan tingkat semangat kerja ($F = 126,479$, $R^2 = 0,549$, $p = 0,000 (< 0,05)$). Artinya, bahwa semakin tinggi gaya kepemimpinan transformasional, maka semakin tinggi semangat kerja pada pegawai Dinas Pariwisata, Pemuda, dan Olahraga, Satuan Polisi Pamong Praja, serta Dinas Perikanan dan Peternakan Kabupaten Ngawi.

Kata Kunci: Kepemimpinan Transformasional, Semangat Kerja, Pegawai

**THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP STYLE
AND WORK MORALE OF EMPLOYEES IN THE TOURISM, YOUTH, AND
SPORTS OFFICE, CIVIL SERVICE POLICE UNIT, AND FISHERIES AND
LIVESTOCK DEPARTMENT OF NGAWI REGENCY**

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ABSTRACT

High demands for employees in public service require optimal work morale in the Tourism, Youth, and Sports Department, Civil Service Police Unit, and Fisheries and Livestock Department of Ngawi Regency. Transformational leadership style has been proven to enhance productivity and work morale. This study aimed to determine the relationship between transformational leadership style and the work morale of employees of the Tourism, Youth, and Sports Department, Civil Service Police Unit, and Fisheries and Livestock Department of Ngawi Regency. This study involved 28 employees of the Tourism, Youth, and Sports Department, 53 employees of the Civil Service Police Unit, and 25 employees of the Fisheries and Livestock Department selected based on proportional random sampling techniques. Data were collected using a questionnaire using the Likert Scale. The measuring instruments used were the transformational leadership scale (52 valid items, $\alpha = 0.968$) and the work morale scale (55 valid items, $\alpha = 0.919$). Hypothesis testing was conducted using simple regression analysis which showed a positive and significant relationship between transformational leadership and work spirit level ($F = 126.479$, $R^2 = 0.549$, $p = 0.000 (<0.05)$). This means that the higher the transformational leadership style, the higher the work spirit of the employees of the Tourism, Youth, and Sports Office, the Civil Service Police Unit, and the Fisheries and Livestock Department of Ngawi Regency.

Keywords: Transformational Leadership, Work Morale, Employees