ABSTRACT

The study aims to analyze the influence of participative leadership and employee engagement on employee performance with esprit de corps as an variable intervening. The results of the study are expected to be a management consideration to improve employee performance.

This research selected 189 corespondent who worked as nurses at Dr. R. Soedjati Soemoediardjo hospital, Purwodadi Grobogan with a random sampling technique. This study uses Structural Equation Modeling (SEM) which is processed with the AMOS program as its analysis tool.

The results showed the participative leadership and employee engagement had a significant positive effect towards esprit de corps and participative leadership, employee engagement and esprit de corps gave significant positive leadership towards employee performance as well. Esprit de corps mediating between participative leadership and employee performance as well as employee engagement with employee performance.

Keywords : participative leadership, employee engagement, esprit de corps, spirit at work, employee performance.

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