

ABSTRAK

PENGARUH *LEADER-MEMBER EXCHANGE* DAN *MINDFULNESS* TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN DEPARTEMEN *FARMING SERVICE* PT GREAT GIANT PINEAPPLE

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Penelitian ini bertujuan untuk menguji pengaruh langsung *leader-member exchange* dan *mindfulness* terhadap *work engagement* pada karyawan tetap di departemen *farming service* PT Great Giant Pineapple. Penelitian dilakukan dengan menggunakan pendekatan kuantitatif dengan pengumpulan data menggunakan kuesioner dengan skala likert. Metode pengambilan sampel menggunakan *probability sampling* dengan teknik *simple random sampling*, dengan jumlah sampel sebesar 180 responden. Instrumen, uji hipotesis, dan data penelitian dianalisis menggunakan software SPSS 26. Metode analisis penelitian ini menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa penelitian ini mendukung seluruh hipotesis, *leader-member exchange* berpengaruh langsung positif dan signifikan terhadap *work engagement*, dan *mindfulness* berpengaruh langsung positif dan signifikan terhadap *work engagement*, berdasarkan penelitian yang telah dilakukan, menunjukkan bahwa pemimpin dan anggota karyawan perlu mengembangkan hubungan yang saling mendukung berlandaskan kepercayaan untuk mendorong *work engagement* yang kuat. Meningkatkan *mindfulness* dalam diri individu dapat membantu karyawan bekerja secara *multitasking*, karena mampu membangun tingkat vitalitas yang lebih tinggi pada aktivitas pekerjaan, kemudian dalam upaya mempertahankan *work engagement* yang kuat, perusahaan sebaiknya memberikan tantangan dan inovasi yang kreatif pada tugas kerja.

Kata kunci: *leader-member exchange*, *mindfulness*, *work engagement*

ABSTRACT

THE EFFECT OF LEADER-MEMBER EXCHANGE AND MINDFULNESS ON WORK ENGAGEMENT IN EMPLOYEES FARMING SERVICE DEPARTEMENT OF PT GREAT GIANT PINEAPPLE

By

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This study aims to examine the direct effect of leader-member exchange and mindfulness on work engagement in permanent employees in the farming service department of PT Great Giant Pineapple. The research was conducted using a quantitative approach with data collection using a questionnaire with a Likert scale. The sampling method used probability sampling with simple random sampling technique, with a sample size of 180 respondents. Instruments, hypothesis testing, and research data were analyzed using SPSS 26 software. This research analysis method uses multiple linear regression analysis. The results showed that this study supports all hypotheses, leader-member exchange has a direct positive and significant effect on work engagement, and mindfulness has a direct positive and significant effect on work engagement, based on the research that has been done, indicating that leaders and members need to develop mutually supportive relationships based on trust to encourage strong work engagement. Increasing mindfulness in individuals can help employees work multitasking, because it can build a higher level of vitality in work activities, then in an effort to maintain strong work engagement, companies should provide creative challenges and innovations in work tasks.

Keywords: leader-member exchange, mindfulness, work engagement