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The role of transformational leadership in generating work engagement to the volunteers of humanity organization

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Abstract

Human resources are valuable assets for organizations and engaged employees is one of the most determining factor for an organization. Employees experience engaged condition when they have a leader with a supportive leadership style. The aim of the study is to find the role of the leadership style in generating work engagement to volunteers of humanity organization. The research method is by using Neuro-research. The calibration of the scoring sheet is by using Principle Component Avis approach through Varimax iteration (rotation) in which each reliability index ω is 0.781 and 0.873. Hypotheses test is conducted by using linear regression and classification regression tree (biner

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segmentation). The result of the research shows that (1) volunteers of humanity organization tend to sometimes engaged significantly at $\alpha < 0.05$, (2) volunteers of humanity organization has the condition of leadership which tends to have an inspirational motivation significantly at $\alpha < 0.05$, (3) there is an influence of leadership style towards work engagement of volunteers in humanity organization significantly at $\alpha < 0.01$, and (4) inspirational motivation is a kind of leadership style which is the strongest in determining the work engagement of volunteers in the humanity organization significantly at $\alpha < 0.05$ while to generate inspirational motivation is highly determined by improving the role of idealized influence (behavior) and contingent reward. Thus, based on the study is recommended to do some intervention for volunteers of humanity organization in order to increase the engagement by improving the leaders' self ability to be able to become an aspirator and motivator for humanity acts. © Serials Publications.

Author keywords

Neuroresearch; Trasformational Leadership; Work Engagement

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