ABSTRACT

This study aims to analyze the effect of resonant leadership and work environment on employee engagement with job satisfaction as a mediating variable among civil servants at the Department of Industry and Trade of Central Java Province. This research was conducted because there are still differences in the level of employee engagement among employees, even though the leadership and work environment in the organization are considered relatively good. This study used a quantitative approach with Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 4.

The results show that resonant leadership has a positive and significant effect on job satisfaction and employee engagement. The work environment also has a positive and significant effect on job satisfaction and employee engagement. In addition, job satisfaction has a positive and significant effect on employee engagement.

The results also show that job satisfaction mediates the effect of resonant leadership on employee engagement and mediates the effect of the work environment on employee engagement. Therefore, better leadership and a more conducive work environment can increase employees' job satisfaction, which in turn can improve employee engagement.

Keywords: Resonant Leadership, Work Environment, Job Satisfaction, Employee Engagement.

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