

ABSTRACT

The realization of employee trust in a leader will certainly increase the creativity of employees at the Mother and Child Hospital of Cirebon. This study aims to analyze the factors that influence Employee Creativity at the Mother and Child Hospital of Cirebon, Cirebon, namely the charismatic leadership variable (X1) and trust in leaders as intervening (Y1).

The research sample of 155 respondents distributed by researchers. But the returned questionnaire of 103 respondents will then be inputted with data. Determination of the sample is done by the Purposive sample method, in which the researcher determines the characteristics of the respondent. Respondents in this study were employees of the Mother and Child Hospital of Light Bunda Cirebon. The tool used to analyze data is AMOS 24 with Structural Equation Modeling (SEM) method.

The results of this study indicate the overall hypothesis can be accepted, namely as many as 3 research hypotheses. The factors that significantly influence the charismatic leadership (X1) affect the trust in the leader (Y1) and the factors that directly influence significantly the charismatic leadership (X1) affect the creativity of employees (Y2) and trust in the leader (Y1) influence on employee creativity (Y2).

Keywords: *Charismatic Leadership, Belief in Leaders and Employee Creativity.*