

ABSTRAK

Dea Novita Sari. 2026. Pengaruh Inclusive Leadership, Career Adaptability dan Meaningful Work terhadap Job Embeddedness pada Pegawai RSUD Sogaten Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Diyah Santi Hariyani, S.E., M.Si., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh *inclusive leadership*, *career adaptability*, dan *meaningful work* terhadap *job embeddedness* pada pegawai RSUD Sogaten Kota Madiun, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Populasi dalam penelitian ini berjumlah 664 pegawai RSUD Sogaten Kota Madiun, dengan jumlah sampel sebanyak 250 responden yang ditentukan menggunakan rumus Slovin dengan tingkat kesalahan 5% dan teknik *purposive sampling*. Data penelitian diperoleh melalui penyebaran kuesioner dengan skala Likert dan dianalisis menggunakan regresi linier berganda dengan bantuan SPSS versi 25. Hasil penelitian menunjukkan bahwa *inclusive leadership* berpengaruh positif dan signifikan terhadap *job embeddedness*, *career adaptability* berpengaruh positif dan signifikan terhadap *job embeddedness*, serta *meaningful work* berpengaruh positif dan signifikan terhadap *job embeddedness*. Secara simultan, *inclusive leadership*, *career adaptability*, dan *meaningful work* berpengaruh signifikan terhadap *job embeddedness*, dengan nilai F hitung sebesar 101,153 dan signifikansi 0,000. Nilai koefisien determinasi (R^2) sebesar 0,552 menunjukkan bahwa *inclusive leadership*, *career adaptability*, dan *meaningful work* mampu menjelaskan 54,7% variasi *job embeddedness*, sedangkan 45,3% dijelaskan oleh faktor lain di luar model penelitian.

Kata Kunci: *Inclusive Leadership*, *Career Adaptability*, *Meaningful Work*, *Job Embeddedness*

ABSTRACT

Dea Novita Sari. 2026. *The Effect of Inclusive Leadership, Career Adaptability, and Meaningful Work on Job Embeddedness among Employees of RSUD Sogaten Madiun City*. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Diyah Santi Hariyani, S.E., M.Si., Supervisor (II) Robby Sandhi Dessyarti, S.E., M.M.

This study aims to examine the effect of inclusive leadership, career adaptability, and meaningful work on job embeddedness among employees of RSUD Sogaten Madiun City, both partially and simultaneously. This study employed a quantitative approach with an associative research design. The population consisted of 664 employees of RSUD Sogaten Madiun City, with a sample of 250 respondents determined using the Slovin formula with a 5% margin of error and a purposive sampling technique. Data were collected through questionnaires using a Likert scale and analyzed using multiple linear regression with the assistance of SPSS version 25. The results showed that inclusive leadership had a positive and significant effect on job embeddedness, career adaptability had a positive and significant effect on job embeddedness, and meaningful work had a positive and significant effect on job embeddedness. Simultaneously, inclusive leadership, career adaptability, and meaningful work had a significant effect on job embeddedness, with an F-value of 101.153 and a significance value of 0.000. The coefficient of determination (R^2) of 0.547 indicates that inclusive leadership, career adaptability, and meaningful work explain 54,7% of the variation in job embeddedness, while the remaining 45,3% is explained by other factors outside the research model.

Keywords: *Inclusive Leadership, Career Adaptability, Meaningful Work, Job Embeddedness*