

INTISARI

Penelitian ini menguji pengaruh antara *Ethical Leadership* dan *Employee Well-being* dengan *Job Satisfaction* sebagai variabel mediasi. Sampel penelitian ini adalah 126 perawat di Rumah Sakit PKU Muhammadiyah Bantul. Metode penelitian ini menggunakan metode SEM, yang kemudian dibantu menggunakan alat analisis AMOS IBM SPSS. Hasil penelitian menunjukkan bahwa *ethical leadership* berhubungan positif dengan *employee well-being* yang dimediasi oleh *job satisfaction*. Dengan tingkat *ethical leadership* yang tinggi dalam perawat Rumah Sakit PKU Muhammadiyah Bantul mempengaruhi *employee well-being*. Namun, tingkat tinggi *Ethical Leadership* dalam perawat akan mempunyai pengaruh lebih pada efek tidak langsung *employee well-being* melalui *job satisfaction* daripada pengaruh langsung *employee well-being*.

Kata Kunci: *Ethical Leadership; Employee Well-being; Job Satisfaction.*

ABSTRACT

This study examines the relationship between Ethical Leadership and Employee well-being with job satisfaction as a mediating variable. The sample of this study was 126 nurses in PKU Muhammadiyah Hospital Bantul. This research method uses SEM and mediation methods by Baron-Kenny, which is then assisted using IBM SPSS AMOS analysis tools. The results showed that ethical leadership was positively related to employee well-being mediated by job satisfaction. With a high level of ethical leadership in nurses PKU Muhammadiyah Bantul Hospital affects employee well-being. However, a high level of ethical leadership in nurses will have more influence on the indirect effect of employee well-being through job satisfaction than the direct effect of employee well-being..

Key Words: Ethical Leadership; Employee Well-being; Job Satisfaction.