

**PENGARUH PERSEPSI *INCLUSIVE LEADERSHIP* TERHADAP
PSYCHOLOGICAL CAPITAL PADA KARYAWAN *COFFEE SHOP AND
RESTO* DI KOTA BANDUNG**
ABSTRAK

Pertumbuhan pesat industri *Food and Beverage* di Indonesia, terutama di sektor *coffee shop & resto*, menuntut perhatian pada aspek manajemen dan kepemimpinan yang diterapkan. *Inclusive leadership* menjadi kunci dalam menciptakan lingkungan kerja yang mendukung keragaman dan kesejahteraan karyawan, yang pada gilirannya meningkatkan *psychological capital* mereka, sehingga memungkinkan karyawan untuk menghadapi tantangan dengan lebih baik dan tetap termotivasi. Penelitian ini fokus pada pengaruh persepsi *inclusive leadership* terhadap *psychological capital* karyawan *coffee shop & resto* di Kota Bandung. Responden penelitian ini berjumlah 234 orang dengan metode penelitian kuantitatif. Analisis data penelitian ini menggunakan pendekatan regresi linear sederhana dan memperoleh hasil signifikansi $< 0,000$ dengan nilai koefisien determinasi (R^2) sebesar 0,371, yang menunjukkan bahwa persepsi *inclusive leadership* berpengaruh secara signifikan terhadap *psychological capital* sebesar 37,1%

Kata kunci : *inclusive leadership, psychological capital, coffee shop & resto*.

**THE IMPACT OF INCLUSIVE LEADERSHIP PERCEPTIONS ON
PSYCHOLOGICAL CAPITAL IN COFFEE SHOP AND RESTAURANT
EMPLOYEES IN BANDUNG CITY**

ABSTRACT

The rapid growth of Indonesia's Food and Beverage industry, notably in the coffee shop and restaurant sector, necessitates careful consideration of the management and leadership components adopted. Inclusive leadership is essential for building a work atmosphere that promotes employee diversity and well-being, which increases psychological capital and allows them to overcome obstacles and stay motivated. The purpose of this study is to look at how perceived inclusive leadership affects the psychological capital of coffee shop and restaurant employees in Bandung. The study used a quantitative research method and had a total of 234 respondents. The data analysis used a basic linear regression approach and obtained a significance result of < 0.000 with a coefficient of determination (R^2) value of 0.371, indicating that the perception of inclusive leadership significantly affects psychological capital.

Keywords: inclusive leadership, psychological capital, coffee shop & resto.