

# **Hubungan antara followership dan leader member exchange LMX pada personil Tentara Nasional Indonesia Angkatan Laut TNI AL**

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## **Abstrak**

Penelitian ini bertujuan untuk menganalisis hubungan antara Followership dengan Leader Member Exchange LMX di Tentara Nasional Indonesia yang bertanggung jawab atas operasi laut di wilayah Republik Indonesia RI. Followership didefinisikan sebagai suatu kapasitas dan keinginan untuk melakukan tingkah laku tertentu dengan tujuan untuk berpartisipasi dalam memenuhi tujuan bersama( Kelley, 1992). Followership merupakan variabel multidimensional yang memiliki dua dimensi yaitu active engagement dan independent critical thinking yang diukur melalui instrumen dari Kelley, 1992 kuesioner Power of Followership Style PFS yang telah didaptasi oleh peneliti. Sedangkan LMX merupakan variabel multidimensional memiliki empat dimensi yaitu kontribusi loyalitas afeksi dan respek terhadap profesi Liden dan Maslyn 1998 yang diukur melalui LMX MDM dalam the Indonesian Quality of Work Life Questionnaire IQWiQ Radikun 2010. Sampel dalam penelitian ini mencakup 285 Personil TNI AL dengan menggunakan accidental sampling Hasil analisis menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara Followership dengan LMX Personil TNI AL r :0, 321 p: 0, 01 one tailed. Dari hasil penelitian TNI AL disarankan untuk meningkatkan kapasitas personil dalam rangka meningkatkan hubungan antara atasan dan pengikut.

<hr>This research was conducted to find the relationship between followership with Leader Member Exchange LMX among the Indonesian's navy who are responsible for naval operations in Republic of Indonesia Followership is defined as the capacity and willingness to do a certain behaviour in order to fulfil the collective goal) Kelley, 1992). Followership is a multidimensional variable that has two dimensions namely the active engagement AE and independent critical thinking ICT that was measured using the instrument of Kelley 1992 named The Power of Followership Style PFS Scale that has been adapted by the researcher Meanwhile LMX is multidimensional variable that consists of four dimensions which are contribution loyalty affection and professional respect Lieden and Maslyn 1998 LMX is measured through LMX MDM in Indonesian Quality of Work Life Questionnaire IQWiQ Radikun 2010. The sample in this research included 285 personnel of Indonesian Navy using accidental sampling. The main result of this research showed that there was a positive and significant correlation between followership and LMX r: 0, 321 p:0, 01 one tailed. Based on this result the researcher suggest the navy to increase the personnel's capacity in order to level up the relationship between superiors and subordinates.