

Pengaruh gaya kepemimpinan terhadap kepuasan kerja Pegawai Fakultas Kedokteran Universitas XYZ = The effect of leadership style on employee job satisfaction in Faculty of Medicine XYZ University

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Abstrak

Tujuan dilakukannya penelitian ini adalah untuk menguji apakah dimensi-dimensi gaya kepemimpinan transformasional, transaksional, dan laissez-faire memiliki pengaruh terhadap dimensi-dimensi kepuasan kerja pegawai Fakultas Kedokteran Universitas XYZ. Subyek dalam penelitian ini sebanyak 61 responden yang bersedia mengisi kuesioner. Data penelitian dianalisis menggunakan analisis regresi.

Hasil penelitian menunjukkan bahwa dimensi gaya kepemimpinan transformasional yaitu intellectual stimulation berpengaruh terhadap fringe-benefit dan inspirational motivation berpengaruh terhadap communication. Sedangkan dimensi gaya kepemimpinan transaksional yaitu active management by exception berpengaruh terhadap pay (gaji) dan communication (komunikasi).

Saran bagi manajemen adalah pimpinan memperbaiki Standard Operational Procedure (SOP) dan mengkomunikasikan ke pegawai agar paham dan mentaati SOP, sehingga tidak terjadi banyak kesalahan dan pegawai terhindar dari sanksi penurunan gaji.

The purpose of this study was to test examine the effect of dimensions of transformational, transactional, and laissez-faire leadership style to the dimensions of job satisfaction employee at Faculty of Medicine and Health XYZ University. The subjects in this study were 61 respondents who are willing to fill out a questionnaire. Data were analyzed using regression analysis.

The results showed that the dimensions of transformational leadership style is intellectual stimulation affects fringe-benefit and inspirational motivation affect communication. Meanwhile, the dimension of transactional leadership style, that is active management by exception affects pay and communication.

Suggestions for management is improving the Standard Operational Procedure (SOP) and communicate to employees to understand and obey the SOP, so it is does not happen a lot of mistakes and employees avoid of sanction salary reduction.