

Pengaruh kepemimpinan stratejik di lapangan dan peran komitmen manajemen puncak di pusat terhadap kinerja unit organisasi di lapangan studi empiris di industri perminyakan sektor hulu = The influences of strategic leadership in the field and the role of head quarter s top management commitment on the field organization performance empirical study in the upstream oil and gas sector

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Abstrak

[ABSTRAK

Studi ini meneliti pengaruh kepemimpinan stratejik dan peran komitmen manajemen puncak di pusat pada kinerja organisasi di lapangan serta faktor-faktor mediasi antara kedua konstruk tersebut pada industri minyak dan gas (migas) sektor hulu. Penelitian ini mengusulkan untuk menguji sebuah model guna menyelidiki: 1) pengaruh kepemimpinan stratejik tingkat manajer lapangan pada kinerja organisasi di lapangan, 2) proses-proses stratejik (perencanaan proyekproyek, koordinasi di lapangan, implementasi proyek-proyek) sebagai faktor mediasi hubungan antara kepemimpinan stratejik dan kinerja organisasi, dan 3) peran komitmen manajemen puncak di pusat sebagai faktor mediator kepemimpinan stratejik pada proses-proses stratejik.

Data dikumpulkan dari 134 manajer lapangan di sektor hulu migas. Hasil dari structural equation modeling menunjukkan bahwa kepemimpinan stratejik mempengaruhi kinerja organisasi di lapangan, perencanaan proyek-proyek dan implementasi proyek-proyek mempengaruhi kinerja organisasi di lapangan secara langsung dan memediasi hubungan antara kepemimpinan stratejik dan kinerja organisasi di lapangan. Koordinasi di lapangan tidak mempengaruhi kinerja organisasi di lapangan secara langsung karena banyaknya konflik yang tidak terselesaikan, namun koordinasi di lapangan dapat meningkatkan pengaruh perencanaan proyek-proyek dan implementasi proyek-proyek pada kinerja. Disisi lain, komitmen manajemen puncak di pusat tidak memoderasi kepemimpinan stratejik pada proses-proses stratejik, hal ini dikarenakan kompleksitas permasalahan di lapangan yang tidak mungkin diselesaikan oleh pusat. Studi ini menyarankan bahwa kepemimpinan stratejik yang berorientasi pada proyek di tingkat manajer lapangan akan dapat meningkatkan pengaruh perencanaan proyek-proyek, koordinasi di lapangan, dan implementasi proyekproyek pada kinerja organisasi di lapangan. Penelitian lebih lanjut diperlukan untuk: 1) mengeksplorasi proses-proses stratejik lainnya untuk memperkaya konstruksi pengembangan teori, 2) mencari dimensi lain dari kepemimpinan stratejik untuk memperkuat pengaruh kepemimpinan stratejik pada kinerja organisasi, dan 3) penelitian pada tingkat industri atau perusahaan untuk

pengembangan teori.

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ABSTRAK

This study examines the influences of strategic leadership and the role of head quarter's top management commitment on the field organization performance and the mediating factors between the two constructs in the upstream oil and gas sector. The research proposes to test a model to investigate: 1) the influence of strategic leadership at field manager level on the field organization performance, 2) strategic processes (projects planning, field coordination, projects implementation) as mediating factors of a relationship between strategic leadership and organizational performance, and 3) the role of head quarter's top management commitment as moderating factor of strategic leadership on strategic processes.

Data were collected from 134 lower level managers in the upstream oil and gas sector. Structural equation modeling confirms that strategic leadership influences field organization performance, projects planning and projects implementation directly influence the field organization performance and mediate the relationship between strategic leadership and field organization performance. Field coordination does not directly influence field organization performance due to so many unsettled conflicts, however it enhances projects planning and projects implementation on performance. In the other side, head quarter's top management commitment does not moderate strategic leadership on strategic processes because of the complexity of the problems in the field.

This study suggests that strategic leadership that has project-oriented at field manager level will enhance projects planning, field coordination, and projects implementation on organization performance. Further research is needed to: 1) explore other strategic processes in order to enrich the theory development constructs, 2) search other dimensions of strategic leadership to strengthen the influence of strategic leadership on organizational performance, and 3) research on the industry or firm level for the theory of development.;This study examines the influences of strategic leadership and the role of head quarter's top management commitment on the field organization performance and the mediating factors between the two constructs in the upstream oil and gas sector. The research proposes to test a model to investigate: 1) the influence of strategic leadership at field manager level on the field organization performance, 2) strategic processes (projects planning, field coordination, projects implementation) as mediating factors of a relationship between strategic leadership and organizational performance, and 3) the role of head quarter's top management commitment as moderating factor of strategic leadership on strategic processes.

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