

# Pengaruh participative leadership, follower self determination, person organization fit dan followership style terhadap job satisfaction: studi empiris di PT Telkom = The effect of participative leadership follower self determination person organization fit and followership style to job satisfaction empirical: study in PT Telkom

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## Abstrak

Followership mulai populer untuk diteliti sejalan dengan semakin meningkatnya kesadaran bahwa kesuksesan sebuah organisasi tidak hanya ditentukan oleh pemimpin yang berkualitas (leadership), tetapi juga pengikut yang berkualitas (followership). Pada penelitian ini, beberapa faktor diteliti untuk mengetahui pengaruhnya terhadap followership style pada sebuah perusahaan BUMN yang bergerak di bidang telekomunikasi. Faktor-faktor tersebut adalah participative leadership, follower self determination, dan person organization fit.

Dari hasil penelitian, diketahui bahwa ketiga faktor tersebut mempengaruhi secara positif terhadap pembentukan exemplary follower yaitu followership style yang paling baik menurut Kelley (1992). Selain itu, dari hasil penelitian ini diketahui kecenderungan followership style yang ada pada perusahaan yang diteliti. Hubungan antara followership style yang diperoleh dari hasil penelitian dan level job satisfaction diuji.

Dari hasil pengujian disimpulkan bahwa exemplary follower menunjukkan level job satisfaction yang lebih tinggi dibandingkan followership style yang lain (pragmatist dan conformist).

.....Followership gaining popularity for research in line with the growing awareness that the success of an organization is not only determined by the quality of leader (leadership), but also determined by quality of followers (followership). In this study, several factors were examined to determine its effect on followership styles in a state-owned company engaged in the field of telecommunications. These factors are participative leadership, follower selfdetermination, and the person organization fit.

From the research, it is known that these three factors positively influence on the formation of exemplary followership style, the best style of followership by Kelley (1992). In addition, the results of this research note followership style tendencies that exist in the company being investigated. Then, the relationship between followership style derived from the results of research and job satisfaction levels are tested.

It is concluded that level of job satisfaction of exemplary follower is higher than level of job satisfaction of other followership style (pragmatist and conformist).