

# Model kepemimpinan Antonius Chandra dalam menyiapkan pegawai yang memiliki jiwa self leadership di PT Asuransi Kredit Indonesia (persero) = The leadership model of antonius chandra in preparing it s employee to develop a sense of self leadership over PT Asuransi Kredit Indonesia (persero)

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## Abstrak

[Tujuan skripsi ini membahas mengenai model kepemimpinan Antonius Chandra dalam menyiapkan pegawai yang memiliki jiwa self-leadership di PT Asuransi Kredit Indonesia (Persero). Saat ini penanaman self-leadership terhadap pegawai di dalam organisasi dianggap penting untuk menjaga stabilitas kinerja organisasi di PT Asuransi Kredit Indonesia (Persero). Model kepemimpinan dalam menyiapkan jiwa self-leadership pegawai PT Asuransi Kredit Indonesia dalam penelitian ini di lihat dengan menggunakan model superleadership dari Charles C. Manz dan Henry P. Sims Jr. Pendekatan yang digunakan dalam penelitian ini adalah menggunakan pendekatan post positivist, dengan menggunakan teknik pengumpulan data kualitatif. Teknik pengumpulan data dalam penelitian ini menggunakan wawancara mendalam sebagai data primer dan dengan menggunakan data sekunder terkait. Hasil dari penelitian ini menunjukkan bahwa Antonius Chandra memiliki kecenderungan menonjol dalam Dimensi Leading Teams to Self-Leadership dan Dimensi Leading Organizational Cultures to Self- Leadership. Kemudian dalam indikator yang ada Antonius Chandra memiliki kecenderungan menonjol dalam indikator modeling, positive thought patterns, memimpin tim untuk self-managing teams, creating superleadership through organizational structures dan creating superleadership throught human resources strategy.

.....The aim of this thesis is to discuss the leadership model of Antonius Chandra in preparing its employees to develop a sense of self-leadership over PT Asuransi Kredit Indonesia (Persero). Currently the process to enhance self-leadership into each employee in the organization is considered imperative to maintain stability of organization performance, as is the case with PT Asuransi Kredit Indonesia (Persero) in which the importance of maintaining stability has become part of the working trend during Antonius Chandra?s tenure. In this study, the leadership model by Charles C. Manz and Henry P. Sims Jr. This study uses the post positivist approach along with qualitative methods for data collection. The techniques used in collecting data are in-depth interview as a primary data, and literaty study. In conclusion, from this study showed that Antonius Chandra relatively perform in the Leading Teams to Self-Leadership and Leading Organizational Cultures to Self-Leadership dimensions. Moreover, using the indicators applied to this study, Antonius Chandra has a tendency to domineer in the following indicators modeling, positive thought patterns, leading teams to selfmanaging teams, creating superleadership through organizational structures and creating superleadership through human resources strategy., The aim of this thesis is to discuss the leadership model of Antonius Chandra in preparing its employees to develop a sense of self-leadership over PT Asuransi Kredit Indonesia (Persero). Currently the process to enhance self-leadership into each employee in the organization is considered imperative to maintain stability of organization performance, as is the case with PT Asuransi Kredit Indonesia

(Persero) in which the importance of maintaining stability has become part of the working trend during Antonius Chandra's tenure. In this study, the leadership model by Charles C. Manz and Henry P. Sims Jr. This study uses the post positivist approach along with qualitative methods for data collection. The techniques used in collecting data are in-depth interview as a primary data, and literaty study. In conclusion, from this study showed that Antonius Chandra relatively perform in the Leading Teams to Self-Leadership and Leading Organizational Cultures to Self-Leadership dimensions. Moreover, using the indicators applied to this study, Antonius Chandra has a tendency to domineer in the following indicators modeling, positive thought patterns, leading teams to selfmanaging teams, creating superleadership through organizational structures and creating superleadership through human resources strategy.]