

Pengaruh gaya kepemimpinan dan budaya organisasi terhadap komitmen organisasi : studi kasus Karang Taruna Bukit Duri = The influence of leadership style and organizational culture on organizational commitment : case studies Karang Taruna Bukit Duri

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Abstrak

Karang Taruna adalah organisasi yang telah berdiri sejak tahun 1960 namun hingga saat ini masih memiliki berbagai permasalahan terhadap anggotanya. Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan dan budaya organisasi terhadap komitmen organisasi di Karang Taruna Bukit Duri.

Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan sensus karena jumlah populasi kurang dari 100 orang sehingga semua anggota populasi dijadikan sampel.

Penelitian ini memakai kuesioner sebagai instrumennya. Dari 60 kuesioner yang disebar, sebanyak 57 kuesioner kembali. Hasil analisis distribusi frekuensi para Karang Taruna Bukit Duri menunjukkan variabel yang dominan adalah transactional leadership untuk gaya kepemimpinan, supportive culture untuk budaya organisasi, dan affective commitment untuk komitmen organisasi.

Hasil penelitian berdasarkan regresi linear sederhana menunjukkan bahwa transactional leadership berpengaruh positif signifikan terhadap affective commitment, supportive culture juga memberikan pengaruh positif signifikan terhadap affective commitment. Secara simultan, transactional leadership dan supportive culture memberikan pengaruh positif terhadap affective commitment, namun hanya supportive culture saja yang memberikan pengaruh signifikan.

*Karang Taruna has been established since 1960 but until now still have many problems regards its members. The purpose of this study is to analyze the influence of leadership style and organizational culture on organizational commitment in Karang Taruna Bukit Duri.*

*This study use quantitative approach. Sampling techniques use the census method as the population is less than 100 people. The study used a questionnaire as an instrument. Of the 60 questionnaires distributed, a total of 57 questionnaires were returned. The analysis of the frequency distribution of the Karang Taruna Bukit Duri indicate that the dominant variable is transactional leadership for leadership style, supportive culture for organizational culture, and affective commitment for the organizational commitment.*

*The results based on simple linear regression showed that transactional leadership give a significant positive influence on affective commitment, supportive culture also give a significant positive influence on affective commitment. Simultaneously, transactional leadership and supportive culture provide a positive influence on affective commitment, but only supportive culture affords significant influence.*