

# Pengaruh kepemimpinan dalam membangun code of conduct, best practice, dan kinerja studi good university governance pada perguruan tinggi swasta (PTS) di DKI Jakarta = The Influence of leadership in building code of conduct best practice and the performance of higher education a study of good university governance of private higher education (PHES) in DKI Jakarta

Linda Rahmah Yuliati, author

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## Abstrak

Kinerja PT, tidak terkecuali PTS sangat dipengaruhi oleh gaya pemimpin PT yang bersangkutan. Pemetaan tipe kepemimpinan pemimpin 100 PTS di DKI Jakarta yang dijadikan sebagai sampel dalam penelitian ini, dengan indikator kepemimpinan yang ideal untuk menghadapi perubahan di era globalisasi menunjukkan bahwa sebagian besar 98 pemimpin PTS di DKI Jakarta masuk dalam kategori tipe kepemimpinan transformasional, sementara 2 sisanya masuk dalam kategori tipe kepemimpinan transaksional. Namun apabila dicermati secara lebih detil nilai yang dimiliki oleh 2 pemimpin PTS yang masuk dalam kategori tipe kepemimpinan transaksional tersebut mendekati nilai untuk tipe kepemimpinan transformasional. Dengan demikian, maka secara umum dapat dikatakan bahwa 100 pemimpin PTS di DKI Jakarta memiliki tipe kepemimpinan transformasional.

Permasalahan yang diangkat dalam penelitian ini difokuskan pada pengaruh peran Kepemimpinan Transformasional dalam membangun Code of Conduct, Best Practice, dan Kinerja dalam mewujudkan Good University Governance PTS di DKI Jakarta. Adapun tujuan penelitian ini adalah untuk: 1 menganalisis pengaruh Kepemimpinan Transformasional terhadap Code of Conduct; 2 menganalisis pengaruh Kepemimpinan Transformasional terhadap Best Practice; 3 menganalisis pengaruh Kepemimpinan Transformasional terhadap Kinerja; 4 menganalisis pengaruh Code of Conduct terhadap Best Practice; 5 menganalisis pengaruh Code of Conduct terhadap Kinerja; dan 6 menganalisis pengaruh Best Practice terhadap Kinerja.

Hasil analisis menggunakan metode Structural Equation Model SEM menunjukkan bahwa 1 Kepemimpinan Transformasional berpengaruh positif sebesar 0,5 terhadap terbentuknya Code of Conduct; 2 Kepemimpinan Transformasional berpengaruh positif sebesar 0,36 terhadap terbentuknya Best Practice; 3 Kepemimpinan Transformasional tidak berpengaruh secara langsung terhadap Kinerja, namun berpengaruh secara tidak langsung terhadap kinerja melalui Best Practice; 4 Code of Conduct berpengaruh positif sebesar 0,67 terhadap terbentuknya Best Practice; 5 Code of Conduct tidak berpengaruh secara langsung terhadap Kinerja, namun berpengaruh secara tidak langsung terhadap kinerja melalui Best Practice; dan 6 Best Practice berpengaruh positif sebesar 0,76 terhadap Kinerja. Code of Conduct tidak berpengaruh secara langsung terhadap kinerja karena di negara berkembang Code of Conduct sangat ditentukan oleh budaya lokal, merupakan sesuatu yang baru bagi PTS, dan untuk implementasinya perlu adanya contoh melalui Best Practice. Kata kunci: kepemimpinan transformational, code of conduct, best practice, kinerja PTS, good university governance.

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The performance of Higher Education HE, not least the private ones, is strongly influenced by the style of leadership of the relevant HE. The mapping of leadership types of 100 university leaders in DKI Jakarta is taken as samples in this study, with the ideal leadership indicators to encounter changes in the globalization era showing that most private university leaders in DKI Jakarta 98 fall into the category of transformational leadership type. The remaining 2 falls into the category of transactional leadership type. However, more detailedly examined, the value owned by the 2 of Private Higher Education PHE leaders who fall into the category of transactional leadership type is close to the value for the type of transformational leadership. It can therefore generally be said that 100 private university leaders in DKI Jakarta have a transformational leadership type.

The issues raised in this study are focused on the influence of Transformational Leadership in building Code of Conduct, Best Practice, and Performance in achieving Good University Governance of PHEs in DKI Jakarta. The purpose of this research is to analyze 1 the influence of Transformational Leadership on Code of Conduct 2 the influence of Transformational Leadership on Best Practice 3 the influence of Transformational Leadership on Performance 4 the effect of Code of Conduct on Best Practice 5 the effect of Code of Conduct on Performance and 6 the influence of Best Practice on Performance.

The result of the analysis using Structural Equation Model SEM method show that 1 Transformational Leadership had positive effect of 0.5 on the formation of Code of Conduct 2 Transformational leadership has a positive effect of 0.36 on the formation of Best Practice 3 Transformational leadership does not directly affect performance, yet indirectly affects it through Best Practice 4 Code of Conduct has a positive effect of 0.67 on the formation of Best Practice 5 The Code of Conduct has no direct effect on Performance, yet indirectly affects it through Best Practice and 6 Best Practice has a positive effect of 0.76 on Performance. The Code of Conduct does not directly affect performance since in the developing countries Code of Conduct is strongly determined by local culture. It is something new for the PHEs, and for its implementation, they need an example through Best Practice. Keywords Transformational Leadership, Code of Conduct, Best Practice, Performance of Private Higher Education, Good University Governance.