

Leadership program intervention: meningkatkan leader-member exchange dan organizational citizenship behavior pada karyawan PT X
= Leadership program intervention: enhancing leader-member exchange and organizational citizenship behavior for employees at X company

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Abstrak

Penelitian ini fokus pada hubungan variabel Leader-Member Exchange (LMX) dan Organizational Citizenship Behavior (OCB), serta intervensi terhadap Leader-Member Exchange (LMX) untuk melihat dampaknya pada Organizational Citizenship Behavior (OCB). Sebanyak sepuluh orang karyawan PT X bersedia berpartisipasi pada penelitian ini dan mengisi kuesioner yang digunakan pada penelitian ini, yaitu LMX-MDM (1998) dan Organizational Citizenship Behavior Scale (1990). Kuesioner-kuesioner tersebut mengukur perilaku kerja karyawan sebelum dan sesudah pemberian leadership program intervention. Hasil penelitian menggunakan The Wilcoxon Signed Rank Test menunjukkan tidak ada perbedaan nilai yang signifikan, baik LMX dan OCB saat sebelum dan sesudah pemberian program intervensi kepemimpinan ($p > 0.05$). Hasil ini disebabkan beberapa faktor antara lain lack of time dalam proses transfer of learning, belum optimalnya peran controller dalam proses implementasi hasil pembelajaran, dan beberapa hal lainnya yang akan dibahas pada bagian diskusi.

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This research focused on the relationship between Leader-Member Exchange (LMX) and Organizational Citizenship Behavior (OCB), along with intervention on Leader-Member Exchange and its impacts on Organizational Citizenship Behavior (OCB). Ten employees of PT X agreed to participate in this study and filled in LMX-MDM Scale (1998) and Organizational Citizenship Behavior Scale (1990). Those questionnaires measured employees' work behaviors before and after a leadership intervention program. The Wilcoxon Signed Rank Test results showed that there was no significant difference in Leader-Member Exchange and Organizational Citizenship Behavior before and after intervention ($p > 0.05$). These results were caused by several factors including lack of time in the transfer of learning process, the role of the controller was less involved during implementation process of learning outcomes, and several other things that will be discussed in the discussion section.