

Pengaruh kepemimpinan terhadap kinerja pegawai dengan budaya organisasi dan job satisfaction sebagai mediator = Analysis on the impact of leadership to employee performance considering organizational culture and job satisfaction as mediators

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Abstrak

Tulisan ini membahas mengenai budaya organisasi, kepemimpinan, kinerja karyawan dan job satisfaction di Fakultas Ilmu Budaya, Universitas Indonesia. Selama dua periode kepemimpinan dekan yang menjabat saat ini, masih ada banyak masalah yang belum terselesaikan terutama masalah yang berkaitan dengan kualitas sumber daya manusia, disiplin karyawan, kinerja rendah dan lain-lain. Situasi ini dapat terjadi karena tidak adanya budaya organisasi tertulis yang jelas di Fakultas Ilmu Budaya. Berdasarkan latar belakang di atas, tulisan ini akan membahas bagaimana budaya organisasi dan kepuasan kerja memediasi kepemimpinan dan kinerja pekerjaan dengan menggunakan analisis regresi linear berganda dan Multiple Hierarchy Regresion. Tujuannya dalam rangka mendukung pelaksanaan kegiatan akademik di Universitas Indonesia, khususnya Fakultas Ilmu Budaya.

Hasil penelitian menunjukkan bahwa (1) kepemimpinan berpengaruh positif terhadap kinerja karyawan, budaya organisasi, dan job satisfaction (2) budaya organisasi berpengaruh positif terhadap kinerja karyawan (3) kepuasan kerja berpengaruh positif terhadap kinerja karyawan (4) budaya organisasi menjadi mediator antara kepemimpinan dan kinerja karyawan (5) job satisfaction menjadi mediator antara kepemimpinan dan kinerja karyawan.

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This paper examines organizational culture, leadership, employee performance and job satisfaction at Faculty of Humanities, Universitas Indonesia. During the two periods of the current incumbent dean leadership, there are still many unresolved problems mainly problems related to human resources quality, employee discipline, low performance and others. This situation might occur due to the absence of clear written organizational culture in the Faculty of Humanities. Based on the background above, this paper will discuss how organizational culture and job satisfaction mediate leadership and job performance using linear regression and Multiple Hierarchy Regression, to support the implementation of academic activities at Universitas Indonesia, especially the Faculty of Humanities.

The results show that (1) leadership has positive influence on employee performance, organizational culture, and job satisfaction (2) organizational culture has positive influence on employee performance (3) job satisfaction has positive influence on employee performance (4) organizational culture becomes the mediator between leadership and employee performance (5) job satisfaction becomes the mediator between leadership and employee performance.