

Leader member exchange (LMX) sebagai moderasi dalam mewujudkan komitmen organisasi pada Bareskrim Polri = Leader member exchange as a moderation in realizing an organizational commitment at Criminal Investigation Department of Indonesian National Police

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Abstrak

Kepemimpinan merupakan unsur yang sangat penting bagi keberhasilan organisasi dan individu dalam pengembangan sumber daya manusia. Pengaruh kepemimpinan dalam organisasi militer, kepolisian, politik, pemerintah, bisnis dan perguruan tinggi secara empiris telah mempengaruhi keberhasilan organisasi. Salah satu variabel sumber daya manusia yang diangkat dalam penelitian ini adalah Leader Member Exchange (LMX). Leader-Member Exchange (LMX) adalah hubungan antara atasan dan bawahan yang saling mempengaruhi satu sama lain (Yuki, 1998:144). Penelitian ini secara umum dilakukan untuk menganalisis pengaruh dan moderasi Leader-Member Exchange (LMX) terhadap komitmen organisasi pada Bareskrim Polri Menggunakan pendekatan kuantitatif dengan metode survei, penelitian ini mengambil sampel terhadap personel yang berprofesi sebagai Penyidik dan Penyidik Pembantu yang berjumlah 278 sampel responden, yang diwakili oleh personel dari tiap-tiap Direktorat dan Satuan yang ada di Bareskrim Polri. Teknik sampel yang digunakan adalah teknik sampel acak proporsional karena karakteristik setiap unsur populasi heterogen namun berstrata secara proporsional. Analisis data menggunakan metode SEM (Structural Equation Modeling). Hasil penelitian menunjukkan variabel karakteristik pekerjaan berpengaruh terhadap variabel komitmen organisasi sebesar 4,626, LMX berpengaruh terhadap komitmen organisasi sebesar 3,964, dan moderasi leader member exchange terhadap komitmen organisasi sebesar 2,847. Nilai loading factor Komitmen Organisasi setelah mendapat pengaruh moderasi meningkat dari 31,6 % menjadi 36,2%. Kesimpulan penelitian, tidak terdapat perbedaan persepsi responden terhadap karakteristik pekerjaan, komitmen organisasi dan Leader Member Exchange (LMX) di setiap Direktorat atau Satuan pada Bareskrim Polri. Dimensi karakteristik pekerjaan tinggi dan dimensi LMX tinggi maka komitmen organisasi yang dimiliki juga semakin tinggi. Dan kualitas LMX yang tinggi sebagai moderasi akan memperkuat hubungan antara dimensi inti pekerjaan dan komitmen organisasi. Sehingga dapat disimpulkan bahwa keberadaan moderasi LMX dapat memperkuat Komitmen Organisasi.

.....It goes without saying, leadership is a very important element for the success of an organization and individuals in developing its human resources. The influence of leadership in military, police, political, government, business and university organizations has empirically influenced the success of the organizations. One of the human resource variables examined in this study is the Leader Member Exchange (LMX). Leader-Member Exchange is a relationship between superiors and subordinates that influence each other (Yuki, 1998: 144). The research aims at analyzing the influence and moderation of the LMX on the organizational commitment at Criminal Investigation Department of Indonesian National Police. The research employs the quantitative approach with the survey method. The respondents of the study are 278 investigators and junior investigators, represented by personnel from each directorate and unit at Criminal Investigation Department of Indonesian National Police. The sampling technique used is the proportional random sampling technique because the characteristics of each element of the population are heterogeneous

but they are proportionally stratified. The data gathered are then analyzed by using SEM (Structural Equation Modeling) method. The results of the research reveal that job characteristics variable has influenced the organizational commitment variable by 4.626; the LMX has influenced the organizational commitment by 3.964; and the moderation of the LMX has influenced the organizational commitment by 2.847. The loading factor value of Organizational Commitment after getting the moderating effect increased from 31.6% to 36.2%. Therefore, it can be concluded that there are no differences in the context of respondents' perceptions on job characteristics, organizational commitment and LMX in each directorate or unit at Criminal Investigation Department of Indonesian National Police. This means that high dimensions of job characteristics and LMX will increase the organizational commitment. Moreover, the high quality of LMX as a moderation will strengthen the relationship between the dimensions of the core job and the organizational commitment. So it can be concluded that the existence of LMX moderation can strengthen the Organizational Commitment.