

# Pengaruh Gaya Kepemimpinan Transformasional, Transaksional dan Budaya Organisasi terhadap Kualitas Kehidupan Kerja (Quality of Work Live): Studi Empiris pada Polda Metro Jaya = The Influence of Transformational, Transactional and Organizational Culture on The Quality of Work Life: An Empirical Study at Metro Jaya Regional Police

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## Abstrak

Penelitian ini dilakukan untuk mengkaji : (1) Persepsi anggota polisi terhadap Kualitas kehidupan kerja, gaya kepemimpinan transformasional, gaya kepemimpinan transaksional, dan budaya organisasi; (2) Perbedaan persepsi responden dari masing-masing fungsi unit organisasi kepolisian Polda Metro Jaya terhadap kualitas kehidupan kerja, gaya kepemimpinan (transformasional dan transaksional), dan budaya organisasi; (3) Pengaruh gaya kepemimpinan transformasional, kepemimpinan transaksional dan budaya organisasi terhadap kualitas kehidupan kerja. Jumlah sampel dalam penelitian ini adalah Sebanyak 400 orang. Pengumpulan data menggunakan kuesioner melalui skala Likert dengan 5 tingkatan skala pengukuran. Analisis ini menggunakan metode partial least square (PLS) dengan software smartPLS 3.0. yang digunakan untuk pengukuran model (outer model, pengukuran model struktural (inner model) dan pengujian hipotesis. Hasil penelitian menunjukkan bahwa persepsi gaya kepemimpinan transformasional memiliki rata-rata sebesar 4,160, persepsi gaya kepemimpinan transaksional memiliki rata-rata sebesar 4,052, dan persepsi budaya organisasi memiliki rata-rata sebesar 3,918, serta persepsi quality of work live memiliki rata-rata sebesar 4,085, yang semuanya memiliki kategori tinggi atau baik. Hasil uji perbedaan menyatakan bahwa ada perbedaan yang signifikan pada variable gaya kepemimpinan transformasional, transaksional, budaya organisasi dan kualitas kehidupan kerja. Kemudian, kepemimpinan transformasional berpengaruh langsung secara signifikan terhadap quality of work life anggota Polda Metro Jaya. Kepemimpinan transaksional berpengaruh langsung signifikan terhadap quality of work life anggota Polda Metro Jaya. Budaya hofstede berpengaruh langsung signifikan terhadap quality of work life anggota Polda Metro Jaya. Sehingga, semua hasil uji hipotesis dalam penelitian ini diterima.

.....This research was conducted to examine: (1) Perception of police members on the quality of work life, transformational leadership style, transactional leadership style, and organizational culture; (2) Differences in respondents' perceptions of each function of the Metro Jaya Regional Police organizational unit on the quality of work life, leadership style (transformational and transactional), and organizational culture; (3) The influence of transformational leadership style, transactional leadership and organizational culture on the quality of work life.. The number of samples in this study were 400 people. Collecting data using a questionnaire through a Likert scale with 5 levels of measurement scale. This analysis uses the partial least square (PLS) method with the SmartPLS 3.0 software. which is used for model measurement (outer model, structural model measurement (inner model) and hypothesis testing. The results showed that the perception of transformational leadership style has an average of 4,160, transactional leadership style perception has an average of 4,052, and the perception of organizational culture has an average of 3,918, and the perception of quality of work live has an average of 4,085, all of which have high or good categories. The results of the

difference test state that there are significant differences in the variables of transformational leadership style, transactional, organizational culture and quality of work life. Then, transformational leadership has a significant direct effect on the quality of work life of Metro Jaya Regional Police members. Transactional leadership has a significant direct effect on the quality of work life of Metro Jaya Regional Police members. Hofstede culture has a significant direct effect on the quality of work life of members of Metro Jaya Regional Police. Thus, all hypothetical test results in this study are accepted.