

Pengaruh Perbedaan Sudut Pandang Tim Pada Perilaku Project Manager Terhadap Proses Pengambilan Keputusan Dan Kinerja Pada Proyek Konstruksi = Moderating Effect of Construction Manager's Perspective Toward Leadership Behavior in Decision Making Process and Performance

Agil Okta Yohan Ferzia, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20519729&lokasi=lokal>

Abstrak

Penelitian dilakukan untuk mengetahui pengaruh dari Top Management Team Cognitive Conflict sebagai mediator terhadap pengaruh antara Empowering Leadership, Directive Leadership dan Narcissistic Leadership terhadap Strategic Decisions Comprehensiveness serta pengaruh mediasi dari Strategic Decisions Comprehensiveness pada pengaruh antara Empowering Leadership, Directive Leadership dan Narcissistic Leadership terhadap Project Performance. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan Structural Equation Modeling (SEM). Sejumlah 109 proyek konstruksi di Indonesia berpartisipasi menjadi sampel penelitian. Hasil penelitian menunjukkan bahwa Empowering Leadership dan Directive Leadership adalah tipe kepemimpinan yang menyumbangkan hasil positif terhadap Project Performance secara keseluruhan dan akan lebih meningkat lagi ketika di mediasi oleh Strategic Decisions Comprehensiveness. Namun perlu juga diperhatikan bahwa faktor konflik pada level Site Manager dapat memberikan pengaruh negatif pada strategi dalam proses pengambilan keputusan dan kinerja perusahaan secara keseluruhan. Perusahaan perlu memberikan edukasi kepada para Project Manager tentang cara memimpin sebuah proyek konstruksi dengan gaya kepemimpinan yang empowering dan directive serta memberikan edukasi dalam menyusun strategi dalam pengambilan keputusan selama berjalannya proyek.The study was conducted to determine the effect of Top Management Team Cognitive Conflict as a mediator on the effect of Empowering Leadership, Directive Leadership and Narcissistic Leadership on Strategic Decisions Comprehensiveness and the mediating effect of Strategic Decisions Comprehensiveness on the influence of Empowering Leadership, Directive Leadership and Narcissistic Leadership on Project Performance. Data were collected through questionnaires and analyzed using Structural Equation Modeling (SEM). A total of 109 construction projects in Indonesia participated in the research sample. The results show that Empowering Leadership and Directive Leadership are types of leadership that contribute positive results to Project Performance as a whole and will increase even more when mediated by Strategic Decisions Comprehensiveness. However, it should also be noted that conflict factors at the Site Manager level can have a negative influence on strategy in the decision-making process and overall company performance. Companies need to provide education to Project Managers on how to lead a construction project with an empowering and Directive Leadership style and provide education in formulating strategies for decision making throughout the project.