

# Pengaruh Kepemimpinan Spiritual Terhadap Budaya Organisasi di Bank Syariah Mandiri Kantor Cabang dan Kantor Cabang Pembantu Depok = The Influence of Spiritual Leadership on Organizational Culture at Bank Syariah Mandiri Branch Office and Sub Branch Office Depok

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## Abstrak

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kepemimpinan spiritual terhadap budaya organisasi yang diterapkan oleh Bank Syariah Mandiri (selanjutnya disebut dengan BSM) Kantor Cabang Depok. Kepemimpinan Spiritual diukur menggunakan konsep kepemimpinan spiritual yang dikembangkan oleh Fry (2003) dengan lima dimensi yaitu vision, altruistic love, hope/faith, meaning/calling, membership dan budaya organisasi Bank Syariah Mandiri diukur melalui dimensi Budaya Organisasi ETHIC BSM (Exellence, Teamwork, Humanity, Integrity, dan Customer Focus). Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan melalui survei yang dilakukan kepada seluruh karyawan tetap dalam BSM Kantor Cabang dan Kantor Cabang Pembantu Depok, dengan jumlah responden sebanyak 55 orang. Data penelitian ini dianalisa menggunakan analisis deskriptif dan analisis regresi linier sederhana. Hasil penelitian ini menyatakan bahwa kepemimpinan spiritual dari Kepala Cabang BSM Kantor Cabang Depok berpengaruh positif sebesar 56% terhadap penerapan budaya organisasi ETHIC di BSM Kantor Cabang dan Kantor Cabang Pembantu Depok.

.....This research aims to examine and analyse the influence of spiritual leadership on organizational culture implemented by Bank Syariah Mandiri (hereinafter will be referred as "BSM") Branch Office and Sub Branch Office Depok. Spiritual leadership can be measured by using the concept of spiritual leadership developed by Fry (2003) with five dimension, vision, altruistic love, hope/faith, meaning/calling, membership, and organizational culture measured by organization culture ETHIC (Exellence, Teamwork, Humanity, Integrity, dan Customer Focus) dimension in Bank Syariah Mandiri. This research used quantitative approach. The research data were collected through survey conducted to all employees in BSM Branch Office and Sub Branch Office Depok, with 55 respondents involved in this research. These research data were analysed by using desriptive analysis and simple linier regression analysis. The result of this research states that spiritual leadership of Head of BSM Branch Office Depok provides positive effect by 56% of the implementation of -organizational Culture ETHIC in BSM.