

ABSTRAK

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Program Studi : Psikologi
Judul : **Perbedaan Komitmen Organisasi antara Karyawan yang Dipimpin oleh Pemimpin Transaksional dengan Karyawan yang Dipimpin oleh Pemimpin Transformasional**

Penelitian ini berfokus pada komitmen organisasi dan kepemimpinan transaksional dan transformasional. Komitmen organisasi terdiri dari tiga dimensi, yaitu : *affective commitment*, *continuance commitment*, dan *normative commitment*. Sedangkan kepemimpinan transaksional terdiri dari 4 dimensi, yaitu : *contingent reward*, *management by exception (active)*, *management by exception (passive)*, dan *laissez faire*. Sementara kepemimpinan Transformasional terdiri dari 5 dimensi, yaitu : *attributed charisma*, *idealized influence*, *inspirational leadership*, *intellectual stimulation*, dan *individual consideration*

Model penelitian yang digunakan adalah model kuantitatif. Pengumpulan data dilakukan dengan kuesioner, sedangkan analisis dilakukan dengan metode statistik Responden dalam penelitian ini adalah 70 orang karyawan dari perusahaan ritel yang telah bekerja selama minimal 1 tahun di perusahaan tempat ia bekerja sekarang.

Dari hasil analisis dapat disimpulkan bahwa; 1) Tidak terdapat perbedaan komitmen organisasi, *continuance commitment*, dan *normative commitment* yang signifikan antara karyawan yang dipimpin oleh pemimpin transaksional dengan karyawan yang dipimpin oleh pemimpin transformasional; 2) Terdapat perbedaan *affective commitment* yang signifikan antara karyawan yang dipimpin oleh pemimpin transaksional dengan karyawan yang dipimpin oleh pemimpin transformasional; Hasil analisis tambahan menyatakan bahwa *idealized influence* merupakan dimensi yang paling berpengaruh terhadap *affective commitment* dengan pengaruh sebesar 9,1 %

Kata kunci : Komitmen organisasi, kepemimpinan, transaksional, transformasional, karyawan, pemimpin

ABSTRACT

Name : **Mohammad Ghozali**
Study Program : **Psychology**
Title : **The Differences of Organizational Commitment
Between The Employee Who is Led by
Transactional Leader and The Employee Who is Led
by Transformational Leader.**

The focuses of this study are employee's organizational commitment and their supervisor's transactional and transformational leadership. Organizational commitment consists of three dimensions that are: affective commitment, continuance commitment, and normative commitment. While transactional leadership has four dimensions, which are: contingent reward, management by exception (active), management by exception (passive), and laissez faire. And then transformational leadership has five dimensions that are: attributed charisma, idealized influence, inspirational leadership, intellectual stimulation, and individual consideration.

The research method of this study is quantitative model. The data was collected by questioner. While the analysis method used statistic. The respondent of this study are 70 employees of Retail Company whose have working at least for a year at the current place.

The following are the research results: 1) there is no significant difference in organizational commitment, continuance commitment, and normative commitment between the employee whose leader is transactional and the employee whose leader is transformational, 2) there is significant difference in affective commitment between the employee whose leader is transactional and the employee whose leader is transformational. The Additional result suggests that idealized influence is the most influential dimension toward affective commitment, with contribution equal to 9.1%.

Keyword:

Organizational commitment, leadership, transactional, transformational, employee, leader.