

Pengaruh gaya kepemimpinan dan kapabilitas dinamik terhadap kecepatan pengambilan keputusan pada industri perbankan Indonesia = The influence of leadership style and dynamic capabilities to decision making speed in Indonesian banking industry

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Abstrak

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Penelitian ini menganalisis pengaruh gaya kepemimpinan dan kapabilitas dinamik terhadap kecepatan pengambilan keputusan dengan berfokus pada obyek penelitian di industri perbankan di Indonesia. Latar belakang masalah yang muncul dalam penelitian adalah bahwa industri perbankan saat ini berada dalam situasi lingkungan yang dinamis dan turbulen sehingga memerlukan kecepatan pengambilan keputusan. Pengambilan keputusan merupakan salah satu tugas dari seorang pemimpin, oleh karenanya perlu dikaji bagaimana gaya kepemimpinan berpengaruh terhadap kecepatan pengambilan keputusan. Disamping faktor kepemimpinan, perlu dikaji pengaruh dari strategi dimana dalam konteks lingkungan dinamik akan digunakan kapabilitas dinamik dari sebuah perusahaan. Data penelitian dikumpulkan dari para manager junior hingga senior dari berbagai unit kerja di Bank dengan total 96 responden telah memberikan jawabannya. Data dianalisis dengan menggunakan bantuan perangkat SPSS dengan teknik regresi. Hasil penelitian menunjukkan bahwa gaya kepemimpinan partisipatif dan kapabilitas dinamik berpengaruh positif terhadap kecepatan pengambilan keputusan dan tidak ditemukan adanya interaksi antara gaya kepemimpinan dan kapabilitas dinamik yang dapat berpengaruh terhadap kecepatan pengambilan keputusan.

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ABSTRACT

This study analyzes the influence of leadership style and dynamic capabilities to decision making speed by focusing on the object of research in the banking industry in Indonesia. Background issues that arise in the study is that the banking industry is currently in a situation of dynamic and turbulent environment that requires speed of decision making. Decision making is one of the key tasks of a leader, therefore, it is necessary to study how leadership styles affect the speed of decision making. In addition to the leadership factor, the effect needs to be studied in the context of the strategy which will be used dynamic environment of a company's dynamic capabilities.

Data were collected from the junior to the senior managers of various working units in the Bank with a total of 96 respondents gave the answer. Data were analyzed using SPSS software with regression analysis technique. The

results showed that participative leadership style and dynamic capability has positive influence on decision-making speed and did not reveal any interaction between leadership style and dynamic capabilities that can affect the speed of decision making, This study analyzes the influence of leadership style and dynamic capabilities to decision making speed by focusing on the object of research in the banking industry in Indonesia. Background issues that arise in the study is that the banking industry is currently in a situation of dynamic and turbulent environment that requires speed of decision making. Decision making is one of the key tasks of a leader, therefore, it is necessary to study how leadership styles affect the speed of decision making. In addition to the leadership factor, the effect needs to be studied in the context of the strategy which will be used dynamic environment of a company's dynamic capabilities.

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