

Leader-member exchange (LMX) sebagai moderator pengaruh kepemimpinan transformasional terhadap organizational citizenship behavior (OCB) studi kasus : DPW Pan provinsi DKI Jakarta

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Abstrak

Tesis ini menjelaskan hubungan antara dimensi-dimensi kepemimpinan transformasional, Leader-Member Exchange (LMX), dan Organizational Citizenship Behavior (OCB) di Dewan Pimpinan Wilayah (DPW) Partai Amanat Nasional (PAN) Provinsi DKI Jakarta. LMX berfungsi sebagai moderator hubungan dimensi-dimensi kepemimpinan transformasional dan OCB. Dimensi-dimensi kepemimpinan transformasional dianalisis untuk menentukan pemimpin Ketua DPW PAN Provinsi DKI Jakarta apakah transfor atau transaksional. Seluruh variabel diukur berdasarkan persepsi responden dan dianalisis menggunakan model persamaan regresi sederhana, majemuk, dan juga Moderate Regression Analysis (MRA). Dengan teknik sampling purposif, maka ditentukan bahwa responden penelitian adalah pengurus harian DPW PAN Provinsi DKI Jakarta.

Hasilnya menjelaskan bahwa kepemimpinan Ketua DPW PAN DKI Provinsi DKI Jakarta dipersepsikan Transformasional oleh pengurus harian DPW PAN Provinsi DKI Jakarta dengan dimensi Intellectual Stimulation adalah yang paling tinggi, dan dimensi Visi adalah yang paling rendah. Kualitas LMX antara Ketua dan pengurus harian dipersepsikan sudah baik, dan OCB pengurus harian juga terbukti sudah baik. Setiap dimensi kepemimpinan transformasional Ketua terbukti berpengaruh terhadap OCB pengurus harian DPW PAN Provinsi DKI Jakarta. Namun, ketika dianalisis pengaruh dimensi-dimensi kepemimpinan transformasional secara bersama-sama terhadap OCB, hanya Inspirational Communication Ketua DPW PAN Provinsi DKI yang berpengaruh terhadap OCB pengurus harian DPW PAN Provinsi DKI. LMX terbukti sebagai moderator untuk hubungan dimensi-dimensi kepemimpinan transformasional Ketua DPW PAN Provinsi DKI Jakarta dengan OCB pengurus harian lainnya, baik secara masing-masing dimensi ataupun secara bersama-sama.....This thesis explains the relationship between the dimensions of transformational leadership, Leader-Member Exchange (LMX), and Organizational Citizenship Behavior (OCB) in the Regional Leadership Council (DPW) of the National Mandate Party (PAN) DKI Jakarta Province. LMX serves as a moderator of the relationship between the dimensions of transformational leadership and OCB. The dimensions of transformational leadership were analyzed to determine whether the leader of the DPW PAN of DKI Jakarta Province was transformational or transactional. All variables were measured based on respondents' perceptions and analyzed using simple, multiple regression equation models, and also Moderate Regression Analysis (MRA). With purposive sampling technique, it was determined that the research respondents were daily administrators of the DPW PAN DKI Jakarta Province.

The results explain that the leadership of the DPW PAN DKI DKI Jakarta Province is perceived as Transformational by the daily management of the DPW PAN DKI Jakarta Province with the Intellectual Stimulation dimension being the highest, and the Vision dimension being the lowest. The quality of the LMX between the Chairman and the daily management is perceived as good, and the OCB of the daily

management has also been proven to be good. Each dimension of the Chairman's transformational leadership has proven to have an effect on the OCB of the daily management of DPW PAN DKI Jakarta Province. However, when analyzing the influence of the dimensions of transformational leadership together on OCB, only the Inspirational Communication of the Chairperson of the DKI PAN DPW Province has an effect on the OCB of the DKI PAN DPW daily management. LMX has proven to be a moderator for the relationship between the dimensions of transformational leadership of the DPW PAN Chair of DKI Jakarta Province with other daily OCB administrators, either individually or together.