

Pengaruh Gaya Kepemimpinan Transformasional Atasan terhadap Peningkatan Kreativitas Pegawai dengan memberikan Workshop Coaching pada Atasan di Bank XYZ Syariah = The Effect of Supervisor Transformational Leadership to enhanced Subordinate Creativity through Coaching Workshop at XYZ Syariah Bank

Mega Nirmala Sari, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20307766&lokasi=lokal>

Abstrak

Penelitian ini dilakukan untuk melihat dua hal. Hal pertama yaitu untuk melihat Hubungan Gaya Kepemimpinan Transformasional Atasan terhadap Kreativitas Pegawai. Hal kedua yaitu untuk melihat Pengaruh Pemberian Intervensi Workshop Pengenalan Coaching pada atasan terhadap Efektivitas Gaya Kepemimpinan Transformasional Atasan dan Kreativitas Pegawai. Berdasarkan hasil penelitian sebelumnya yang dilakukan oleh Cheung dan Wong (2010), kreativitas pegawai akan meningkat apabila atasan menerapkan gaya kepemimpinan transformasional melalui karakteristiknya, yaitu charismatic influence, individualized consideration, inspirational motivation, dan intellectual stimulation.

Tahapan penelitian ini menggunakan tahapan penelitian action research. Pengukuran Gaya Kepemimpinan Transformasional Atasan dilakukan berdasarkan alat ukur MLQ (Multifactor Leadership Questionnaire (2004) yang telah diadaptasi ke dalam Bahasa Indonesia. Sedangkan pengukuran Kreativitas Pegawai dilakukan dengan menggunakan alat ukur Schaefer (1971) yang telah diadaptasi oleh Munandar (1977). Hasil dari penelitian ini menunjukkan bahwa terdapat hubungan Gaya Kepemimpinan Transformasional Atasan terhadap Peningkatan Kreativitas Pegawai dengan nilai koefisien korelasi sebesar 0,840 dan nilai signifikansi 0,036 ($p < 0,05$). Perhitungan korelasi inilah yang digunakan oleh peneliti sebagai dasar dalam penyusunan intervensi Workshop Coaching.

The study was conducted to look at two things. The first thing is to see the relationship of Supervisor Effectivity Transformational Leadership Style on Employee Creativity. The second thing is to see the Effect of Workshop Introduction to Coaching Intervention on the Supervisor Effectiveness of Transformational Leadership Style and Creativity Employees. Based on the results of a previous study conducted by Cheung and Wong (2010), creativity of employees will increase if supervisor apply the transformational leadership style through its characteristics, the charismatic influence, individualized consideration, inspirational motivation and intellectual stimulation.

Stages of this study using action research stages of research. Measurement of Employee Creativity is based on measuring instruments Schaefer (1971) which has been adapted by Munandar (1977). While the Supervisor Transformational Leadership Style measurement is done by using a measuring instrument MLQ (Multifactor Leadership Questionnaire) by Bass and Avolio (2004) which has been adapted into Indonesian Culture.

Results from this study indicate that Supervisor Transformational Leadership Style will influence Employee Creativity with a correlation coefficient 0,840 and the significance of 0.036 ($p < 0.05$). Calculation of correlation is the one used by researchers as the basis for the preparation of the Coaching Workshop intervention.