

Analisis perbedaan kepemimpinan paternalistik berdasarkan level jabatan (Studi kasus PT. XYZ) = The analysisist difference of paternalistic leadership based on job level (Study in PT. XYZ)

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Abstrak

Tujuan dilakukannya penelitian ini adalah untuk menguji apakah dimensi-dimensi gaya kepemimpinan paternalistik yaitu kepemimpinan otoriter dan otoritatif, kepemimpinan benevolen dan kepemimpinan moral memiliki perbedaan signifikan berdasarkan level jabatan di PT. XYZ. Subyek dalam penelitian ini sebanyak 243 responden yang mengisi kuesioner. Hasil penelitian menunjukkan bahwa dimensi kepemimpinan paternalistik memiliki perbedaan signifikan berdasarkan level jabatan yaitu pada dimensi otoriter dan otoritatif berbeda secara signifikan antara foreman dengan officer, section head dan department head, dimensi benevolen berbeda secara signifikan antara foreman dengan officer, section head dan department head, dimensi moral berbeda secara signifikan antara department head dengan foreman dan section head. Kepemimpinan ke-bapak-an membuat responden merasa ingin tetap dipimpin dengan atasan mereka sampai tiga tahun mendatang.

.....The purpose of this thesis was to test whether the dimensions of paternalistic leadership style that consist authoritarian and authoritative leadership, benevolent leadership and moral leadership have significance difference based on job level of respondents? supervisor at PT. XYZ. There were 243 respondents who complete the questionnaires. The results showed that the dimensions of paternalistic leadership has significantly difference based on job level, there are authoritarian and authoritative dimension has significantly difference between foreman with officer, section head and department head, benevolent dimension has significantly difference between foreman with officer, section head and department head, moral dimension has significantly difference between department head with foreman and section head. Paternalistic leader.