

Kepemimpinan transformasional Ignasius Jonan di PT. Kereta Api Indonesia (Persero) = Transformational leadership of Ignasius Jonan at PT. Kereta Api Indonesia (Persero)

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Abstrak

Skripsi ini membahas bagaimana cara Ignasius Jonan dalam mempraktikkan gaya kepemimpinan transformasional di lingkungan PT Kereta Api Indonesia sehingga pada akhirnya mampu membawa perubahan di PT KAI, baik internal maupun eksternal. Penelitian ini dilakukan dengan menggunakan pendekatan positivis melalui teknik pengumpulan data kualitatif, yaitu wawancara mendalam. Hasil penelitian menunjukkan bahwa Ignasius Jonan mampu mempraktikkan komponen kepemimpinan transformasional yang dikemukakan oleh Bernard Bass. Komponen tersebut adalah idealize influence, inspirational motivation, intellectual stimulation dan individualized consideration. Namun, komponen intellectual stimulation kurang menonjol. Cara yang ditempuh dalam mempraktikkan komponen tersebut, diantaranya melalui penggunaan milis internal, mekanisme reward and punishment, dan leading by example.

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This thesis discusses about how Ignasius Jonan implement his transformational leadership style at PT Kereta Api Indonesia so that in the end was able to bring changes at PT KAI, both internally and externally. The research is done by positivist approach through qualitative data collection technique, which is indepth interview. The result showed that Ignasius Jonan is capable to implement transformational leadership's component that presented by Bernard Bass. These component are idealize influence, inspirational motivation, intellectual stimulation and individualized consideration. However, the intellectual stimulation component is less prominent. The way in which the component were being practiced through the use of internal mailing list, reward and punishment mechanism, and leading by example.