

Pengaruh perilaku kepemimpinan dan budaya organisasi pembelajar terhadap komitmen organisasi di organisasi pelajar (studi kasus ikosi zona 2) = The influence of leadership behavior and learning organization culture toward organizational commitment in student organization (case study ikosi zona 2)

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Abstrak

Tesis ini membahas tentang pengaruh perilaku kepemimpinan dan budaya organisasi pembelajar terhadap komitmen organisasi di organisasi pelajar. Permasalahan yang terjadi adalah minimnya kehadiran pengurus IKOSI Zona 2 dalam setiap agenda. Penelitian ini dilakukan melalui pendekatan kuantitatif dengan mengadopsi instrumen Organizational Commitment Questionnaire (OCQ) dari Mowday, Steers dan Porter (1979), instrumen Perceived Leadership Behavior Scales (PLBS) dari House dan Dessler (1974), dan instrumen Dimensions of Learning Organization Questionnaire dari Watkins dan Marsick (1997), ditambah 3 pertanyaan demografis berupa jenis kelamin, jabatan dan masa kepengurusan.

Setelah data dianalisis dengan menggunakan perangkat lunak SPSS ver 21.0, hasil penelitian menyimpulkan tidak terdapat pengaruh jenis kelamin dan jabatan terhadap komitmen organisasi, perilaku kepemimpinan, dan budaya organisasi pembelajar, terdapat pengaruh yang positif dan signifikan dari perilaku kepemimpinan dan budaya organisasi pembelajar secara masing-masing terhadap komitmen organisasi di IKOSI Zona 2. Namun terdapat pengaruh yang positif dan tidak signifikan secara simultan perilaku kepemimpinan dan budaya organisasi pembelajar terhadap komitmen organisasi di IKOSI Zona 2. Untuk itu, perlu adanya eksplorasi lebih jauh tentang alasan minimnya kehadiran pengurus dalam agenda IKOSI Zona 2.

This thesis discusses the influence of leadership behavior and learning organization culture on organizational commitment in student organizations. The problem that occurs is the lack of board presence IKOSI Zone 2 in each agenda. This research was conducted through a quantitative approach by adopting instrument Organizational Commitment Questionnaire (OCQ) of Mowday, Steers and Porter (1979), the instrument Perceived Leadership Behavior Scales (PLBS) of the House and Dessler (1974), and the instrument of Dimensions of Learning Organization Questionnaire from Watkins and Marsick (1997) plus three demographic questions such as gender, position and time management.

After the data were analyzed using SPSS software ver 21.0, the results of the study concluded that there was no influence of gender and position to organizational commitment, leadership behavior, and learning organization culture, there is a positive and significant effect of leadership behavior and learning organization culture respectively on organizational commitment in IKOSI Zone 2. Yet there is a positive influence and simultaneously insignificant behavior leadership and learning organization culture on organizational commitment in IKOSI Zone 2. Therefore, it's need for further exploration of the reasons for the lack of presence in the board agenda IKOSI Zone 2.