

Pengaruh task environment terhadap commitment to change: transformational leadership sebagai mediator = The effect of task environment on commitment to change mediating role of transformational leadership / Detha Alfrian Fajri

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Abstrak

[ABSTRAK

Ebert & Griffin (2013) mengungkapkan bahwa transformasional leadership berfokus pada pentingnya memimpin perubahan. Studi Herold et al. (2008) menemukan bahwa transformasional leadership memiliki hubungan yang lebih kuat terhadap Commitment to Change karyawan ketimbang kepemimpinan perubahan (change leadership). Beugre et al. (2006) menyebutkan bahwa transformational leadership tidak sekedar karakter personal pemimpin, namun juga distimulus oleh lingkungan yang dihadapi organisasi. Sedangkan Studi Nasir et al. (2014) menyebutkan bahwa faktor eksternal mempengaruhi Commitment to Change karyawan. Terkait hal itu, penelitian ini ingin mengetahui pengaruh lingkungan perusahaan (task environment) terhadap Commitment to Change karyawan dan bagaimana peran transformational leadership diantara keduanya. Penelitian ini dilakukan pada PT. KAI Commuter Jabodetabek (PT. KCJ), yaitu anak perusahaan PT. Kereta Api Indonesia yang menyelenggarakan perusahaan pelayanan jasa angkutan kereta api commuter dengan menggunakan sarana kereta rel listrik (KRL) di wilayah Jakarta, Bogor, Depok, Tangerang (Serpong) dan Bekasi. Sebanyak 101 kuisisioner dibagikan kepada seluruh karyawan tetap pada level pelaksana (staff 2 s/d senior supervisor) PT. KCJ yang berkantor di kantor pusat Stasiun Juanda, dan kuisisioner yang kembali sebanyak 68. Hasil penelitian menunjukkan bahwa transformasional leadership memediasi penuh hubungan tidak langsung antara task environment dengan ketiga dimensi Commitment to Change (Affective, Continuance, dan Normative).

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ABSTRACT

Ebert & Griffin (2013) argues that transformational leadership focuses on the importance of leading change. Study Herold et al. (2008) found that transformational leadership has a stronger relationship to the Commitment to Change of employees rather than change leadership. Beugre et al. (2006) argues that the transformational leadership is not just a personal character of a leader, but also induced by the organisation environment. While a study by Nasir et al. (2014) mentions that the external factors affecting employees Commitment to Change. Correspondingly, this study aims to examine the relationship between task environment and Commitment to Change of employees and the role of

transformational leadership as a mediator.

This study was conducted at PT. KAI Commuter Jabodetabek (PT. KCJ), a subsidiary of PT. Kereta Api Indonesia which organize the operation of urban railway services by electric train in Jakarta, Bogor, Depok, Tangerang (Serpong) and Bekasi. Total 101 questionnaires were distributed to all permanent employees (implementer level, staff 2 - senior supervisor) of PT. KCJ who are based at the head office in Juanda Station, and 68 questionnaires were returned. Results show that transformational leadership fully mediates indirect relationship between task environment and all dimension of Commitment to Change (Affective, continuance and Normative).; Ebert & Griffin (2013) argues that transformational leadership focuses on the importance of leading change. Study Herold et al. (2008) found that transformational leadership has a stronger relationship to the Commitment to Change of employees rather than change leadership. Beugre et al. (2006) argues that the transformational leadership is not just a personal character of a leader, but also induced by the organisation environment. While a study by Nasir et al. (2014) mentions that the external factors affecting employees Commitment to Change. Correspondingly, this study aims to examine the relationship between task environment and Commitment to Change of employees and the role of transformational leadership as a mediator.

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