

Hubungan antara kepemimpinan otentik authentic leadership dengan psychological capital psycap bawahan pegawai bank syariah x = The relationship between authentic leadership and followers psychological capital psycap among employees of bank syariah x

Wimala Paramastri, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20430069&lokasi=lokal>

Abstrak

ABSTRAK

Persaingan bisnis menjadi sebuah tantangan yang semakin berat bagi perusahaan-perusahaan di negara Indonesia dengan adanya pengaruh Masyarakat Ekonomi ASEAN (MEA). Psychological Capital (PsyCap) merupakan salah satu sudut pandang dalam dunia psikologi positif yang dapat memengaruhi keberhasilan perusahaan dalam menghadapi masalah persaingan dalam MEA. Authentic leadership atau kepemimpinan otentik merupakan salah satu gaya kepemimpinan yang sering dikaitkan dengan PsyCap bawahan namun belum banyak diteliti di Indonesia. Penelitian ini dilakukan untuk membuktikan ada tidaknya hubungan antara kepemimpinan otentik dengan PsyCap bawahan. Responden penelitian ini adalah 135 pegawai Bank Syariah X. Pengukuran PsyCap dilakukan dengan menggunakan alat ukur Psychological Capital Questionnaire (2007), sedangkan pengukuran kepemimpinan otentik menggunakan alat ukur Authentic Leadership Questionnaire (2008). Hasil analisis statistik korelasi Pearson menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara kepemimpinan otentik dengan PsyCap bawahan pada pegawai Bank Syariah X ($r = .33, p < .01, \text{two tailed}$). Selain itu, ditemukan bahwa skor kepemimpinan otentik berbeda signifikan pada aspek demografis pendidikan. Sementara, skor PsyCap berbeda signifikan pada aspek demografis usia, pengalaman kerja pribadi, pengalaman kerja di perusahaan, serta penghasilan per bulan. Semakin tinggi kepemimpinan otentik maka semakin tinggi pula PsyCap bawahan. Oleh karenanya, perusahaan sebaiknya melakukan usaha pengembangan keterampilan kepemimpinan otentik melalui program intervensi pelatihan.

<hr>

ABSTRAK

Business rivalry has become an increasing challenge for today's organizations in Indonesia with the influence of the ASEAN Economic Community (AEC). Psychological Capital (PsyCap) is a term in positive psychology view which could affect a company's success, dealing with competitive problems of AEC. Authentic leadership is a leadership style which often associated with followers' PsyCap and have not been studied in Indonesia. This study was conducted to prove the relationship between authentic leadership and followers' PsyCap. Respondents of this study was 135 employees of Syariah Bank of X. PsyCap Measurements was measured using Psychological Capital Questionnaire (2007) instrument. While authentic leadership was measured using Authentic Leadership Questionnaire (2008) instrument. Pearson correlation calculation indicates that there was positive and significant relationship between authentic leadership and followers' PsyCap among employees of Bank Syariah X ($r = .33, p < .01, \text{two tailed}$). In addition, it was found that authentic leadership scores were significantly different on the demographic aspects of education. Meanwhile, PsyCap scores were significantly different at the demographic aspects of age, personal work experience, work experience at the company, as well as monthly income. Higher authentic leadership means

higher followers? PsyCap. Therefore, companies should make an effort in developing leaders? authentic leadership skills through training intervention program.