

Pengaruh Leadership Orientations terhadap Communicating Change Activities oleh Manajer di Badan Usaha Milik Negara, yang Dimediasi oleh Distributed Leadership = The Effect of Leadership Orientations on Communicating Change Activities by Managers in State-Owned Enterprise, Mediated by Distributed Leadership

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Abstrak

Tesis ini bertujuan untuk menganalisis keterkaitan antara orientasi gaya kepemimpinan yang dimiliki masing-masing atasan terhadap aktivitas komunikasi sebagai bentuk implementasi perubahan organisasi yang diterapkan kepada setiap anggota organisasi di perusahaan BUMN di seluruh Indonesia, dengan mengambil responden dari pekerjanya yang mempunyai atasan langsung. Penelitian ini menggunakan metode Kuantitatif dengan teknik Convenience Sampling. Subjek penelitian menggunakan 155 pekerja dari beberapa perusahaan BUMN. Data dikumpulkan menggunakan kuesioner online dan diolah menggunakan SmartPLS 3 dengan metode Structural Equation Modeling (SEM) untuk menguji keterkaitan antara empat variabel dari Person-Centred Orientation, Task-Centred Orientation, Distributed Leadership, dan Communicating Change. Dari analisis yang dilakukan, telah didapatkan hasil penelitian yaitu variabel Person-Centred Orientation dan Task-Centred Orientation sama-sama berpengaruh positif terhadap variabel Communicating Change. Pengaruh tersebut tidak dimediasi oleh variabel Distributed Leadership.

.....This thesis aims to analyze the relationship between the leadership style orientation of each manager towards communication activities as a form of implementing organizational change that is applied to every member of the organization in state-owned companies throughout Indonesia, by taking respondents from workers who have direct supervisors. This study uses a quantitative method with a convenience sampling technique. The research subjects used 155 workers from several state-owned companies. Data were collected using an online questionnaire and processed using SmartPLS 3 with the Structural Equation Modeling (SEM) method to examine the relationship between the four variables from Person-centred Orientation, Task-centred Orientation, Distributed Leadership, and Communicating Change. From the analysis, the research results have been obtained, the Person-Centred Orientation and Task-Centred Orientation variables both have a positive effect on the Communicating Change variable. This relationship is not mediated by the Distributed Leadership variable.