

Kepemimpinan transformasional dan kharisrratik terhadap perilaku kerja dan kinerja karyawan: studi kasus

Syahrir Natsir, author

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Abstrak

Commencing from the year of eighties, the contemporary management study has started to switch from its narrow outlook on leadership into a larger dimension. Leadership is no longer viewed merely as leader to human being only, but also as leader to a change. A leader does not only influence the employees, but also becomes a central point in determining the direction of the company in its relation with various possibilities of change in company environment. It is for this reason that the banking industry, as one of the industries facing the very dynamic and complex competition, requires flexible leaders capable of dealing with various problems encountered. Outputs of research indicate that transformational leadership have negative and insignificant path coefficient of (-0.24). Meanwhile, charismatic leadership influences the work behavior and employee performance in positive and significant path coefficient of consecutively (0.84) and (0,80). The transformational leadership have negative influence to the employee performance with the significant but negative path coefficient of (-0.64), and have the work behavior with positive influence to the employee performance with the positive significant path coefficient of (0,87) at the banking industry in Central Sulawesi. Benefit of this research is that it can be used as scientific information regarding the variables of transformational leadership, and charismatic leadership upon the work behavior and employee performance at the banking industry in Central Sulawesi. It can also be used as a basis to motivate improvement of the work behavior and employee performance related to the leadership application at banking industry, particularly in Central Sulawesi.