

Analisis hubungan gaya kepemimpinan transformasional, transaksional dan laissez-faire dengan turnover intention (studi kasus pada perusahaan pembiayaan PT.XYZ)

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Abstrak

[ABSTRAK

Skripsi ini membahas mengenai hubungan antara gaya kepemimpinan

transformasional, transaksional dan laissez-faire dengan turnover intention PT.XYZ.

Penelitian dilakukan kepada tenaga penjualan di empat cabang perusahaan multifinance, yaitu cabang Tangerang, Bekasi, Cempaka Mas, dan Bogor. Penelitian ini menggunakan metode analisis deskriptif dan korelasi. Hasil dari penelitian menunjukkan bahwa tingkat turnover intention di keempat cabang secara keseluruhan rendah, terdapat hubungan negatif yang signifikan antara gaya kepemimpinan transformasional dan transaksional dengan turnover intention dan hubungan positif yang signifikan antara gaya kepemimpinan laissez-faire dengan turnover intentions.

Untuk menekan turnover intention, para manajer harus menunjukkan sikap lebih adil kepada bawahannya, menjadi panutan bagi bawahan, memotivasi bawahan untuk menjadi yang terbaik, mengingatkan tanggung jawab bawahan, dan mengawasi kinerja bawahan untuk meminimalisasi kesalahan.

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ABSTRACT

The purpose of this study was to examine the relationship between transformational, transactional and laissez-faire leadership styles with turnover intention of PT. XYZ.

Respondents of this study were salesforce of PT. XYZ in four branches (Tangerang, Bekasi, Cempaka Mas and Bogor). Method of analysis were descriptive statistics and Pearson correlation. This study found that there were low turnover intention level in the four branches. There was negative significant relationship between transformational

and transactional leadership with turnover intention and there was positive significant relationship between laissez-faire leadership style with turnover intention. To reduce turnover intention, managers should be more fair to subordinates, motivate subordinates to be the best, remind employees about their responsibilities, and monitor

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