# ARTIKEL

**PENGARUH KEPEMIMPINAN TRANSFORMATIONAL, BUDAYA ORGANISASI DAN KOMITMEN TERHADAP KEMAMPUAN PENGAMBILAN KEPUTUSAN SERTA IMPLIKASINYA TERHADAP KINERJA DOSEN UNIVERSITAS SWASTA DI SUMATERA UTARA**

Diajukan untuk memenuhi syarat mengikuti sidang Disertasi



**Oleh:**

**Ika Puspa Satrianny**

## NPM: 149010056

**PROGRAM DOKTOR ILMU MANAJEMEN PROGRAM PASCASARJANA UNIVERSITAS PASUNDAN**

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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan mengkaji perngaruh baik secara simlutan maupun parsial, dari Kepemimpinan transformasional, Budaya Organisasi dan Komitmen terhadap Kemampuan Pengambilan Keputusan serta Implikasinya pada Kinerja Dosen.

Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif. Adapun Teknik sampling yang digunakan adalah Proportional Cluster random sampling, dengan sampel sebanyak 257 responden. Alat analisis yang digunakan adalah analisis jalur (Path Analysis).

Hasil analisis terdapat pengaruh yang sangat signifikan, dari kepemimpinan transformasional, budaya organisasi dan komitmen terhadap kemampuan pengambilan keputusan sebesar 76,58 begitu juga terdapat pengaruh yang sangat signifikan dari kemampuan pengambilan keputusan terhadap kinerja dosen sebesar 84,50 persen.

Kata Kunci : Kepemimpinan transformasional, budaya organisasi, komitmen, kemampuan pengambilan keputusan dan kinerja.

***ABSTRACT***

*Purpose of this study is to acknowledge and review the influence of transformational leadership, organization culture and commitment on decision making ability and its implication on private universities lecturers’ performance partially and simultaneously.*

*This study was done by using descriptive and verification method. The technique sampling used was proportional clustered random sampling with 257 respondents taken as sample. The analysis tool used was Path Analysis.*

*The results of the analysis showed that there was a significant influence from transformational leadership, organization culture and commitment towards decision making ability with 76.58. There was a significant influence from decision making ability on lecturers’ performance as much as 84.5 percent.*

*Keywords: transformational leadership, organizational culture, commitment, decision making ability, performance*

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