# 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**

**BANDUNG TAHUN 2019**

## 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*

## DAFTAR PUSTAKA

Anwar, Idochi dan Yayat Hidayat Amir. 2000. Administrasi Pendidikan: Teori, Konsep & Issu, Bandung : Program Pasca Sarjana UPI Bandung

Arikunto, Suharsimi. 2003. Prosedur Penelitian, Suatu Praktek. Jakarta:Bina Aksara.

Armstrong, M. 2006. *Manajemen Sumber Daya Manusia*. Edisi Bahasa Indonesia. Jakarta: PT. Elex Media Komputindo.

Avolio, Bruce J. dan Gibson, Tracy C., 1998. *Developing Transformational Leaders : A Live Span Approach*. San Fransisco: Jossey- Bas Publisher.

Avolio,B.J. Bass,B.M.and Jung,D.I.1999.”Re-examining the Components of Transformational and Transactional Leadership Using the Multifactor Leadership Questionaire”. *Journal of Occupational and Organizational Psychology*,72, p 441-462.

Avolio,B.J.and Bersona,Y. 2004. “Transformational Leadership and the dissemination of Organizatioanl goals: A case study of a telecomunication firm”.*Leadership Quarterly Journal*,15,p 625- 646

Bass, B.M. 1997. “Does Transactional – Transformational Leadership Paradigm Transcend Organizational and National Boundaries? *Journal American Psychologist*, 52, p 130-139.

Brown,U.J. and Kristena P. Gaylor. 2002.” Organizational Commitment In Higher Education”. Working Paper, School of Business, Department of Management . Jackson State University.

Brown, W., B and Moberg, D., J.1980. Organization Theory and Management: A Macro Approach. Wiley.

Burns, James Mc Gregor. 2001. *Transactional and Transformational Leadership*, in: Hickman, Gill Robinson, *Editor Leading Organizations; Perspectives for a New Era*. London: Sage Publications.

Burton, James P. Lee, Thomas W. and Holtom, Brooks C. 2002. “The Influence of Motivation to Attend, Ability to Attend, and Organizational Commitment on Different Types of Absence Behaviors”. *Journal of Managerial Issues*, Summer, p 181-197.

Campbell, J. Y, and Lo, A. W. and Mackinlay,

A. C. 1997. Th Econometrics of Financial Markets. Princeton University Press.

Challagalla, N. Goutham & Shervani, A. Tasadduq. 2006. “Dimensional and type of Supervisory Control: Effect on Sallesperson Performance and Satisfaction”. *Journal of Marketing*, Vol 60.

Conger, J.A.1999. “Charismatic and Transformational Leadership in Organizations :an insider’s perspective on these developing streams of research”. *The Quarterly Leadership Journal,* Vol 10, No 2, p 45-179.

Cowling, Alan & James, Philips. 1996. The Essence Of Personnel

Management an Industrial Relation (terjemahan). Yogyakarta : ANDI

Cushway, Barry. 2002. *Human Resource Managament*. Jakarta: PT.Gramedia.

Cushway, B. dan Derek, L. 2002. *Organization Behavior and Design*. Jakarta:PT. Alex Media Komputindo.

Daft, Richard L. 2003. *Manajemen Sumber Daya Manusia.*

Jakarta:Penerbit Erlangga.

Donovan, J.J. 2001. *Work motivation. In N. Anderson, D.S. Ones and H.K. Sinangil (Eds), The Handbook of Industrial, Work, and Organizational Psychology*. London: Sage Publications.

Drucker, P.F. 1996. *The Leader of The Future*. Terjemahan Bob Widyahartono. Jakarta: Gramedia.

Engkoswara, & Komariah, Aan (2012: 93).

*Administrasi Pendidikan.*

Bandung: Alfabeta

Ivancevich, John M. 2001. *Human Resource Management*. 8th Edition. New York: Mc Graw-Hill Co.Inc.

Jacobsen, Dag Ingvar (2000) *"Managing increased part‐time: does part‐time work imply part‐time commitment?", Managing Service Quality: An International Journal*, Vol. 10 Issue: 3, pp.187-201,

Kanter, A. 2002. *Human Resources Management*. Terjemahan. Jakarta: PT. Bratama Media.

Kotler, Philip & Heskett, J.L., 1998. MarketingCommunications. Prentice Hall.

Luthans, Fred S. 2002. *Organizational Behavior*. Tokyo: Mc Graw Hill International Book Company.

 , 2005. *Organizational Behavior*. Singapore: Mc Graw Hill International Company.

Mahmudi. 2007. *Manajemen Kinerja Sektor Publik*. Yogyakarta: Penerbit STIM- YKPN.

Mahsun, Mohamad. 2006. *Pengukuran Kinerja Sektor Publik*. Yogjakarta: BPFE.

Nazir, Muhammad. 2005. *Metodologi Penelitian* . Cetakan Keenam Jakarta: Ghalia Indonesia.

Priadana, Sidik. 2012*. Metodologi Penelitian*. Hand Out. Bandung: Unpas

Robbins, Stephen P. dan Coulter, Mary. 2010. *Manajemen Edisi Kesepuluh*. Jakarta: penerbit Erlangga

Robbins, Stephen P. and Timothy, A.J. 2007. *Organizational Behavior*. 12 ͭ ͪ Edition.NewJersey: Pearson Educations Upper Saddle River.

 , 2009. *Management*. New Jersey: Prentice Hall. Inc.

 , 2003. *Teori Organisasi, Struktur, Desain Aplikasi*. Edisi 3. Terjemahan Jusuf Udaya. Jakarta: Penerbit Arcan.

Robbins, S.P. 2000. *Perilaku Organisasi*. Edisi Bahasa Indonesia. Jilid I. Jakarta: PT. Prehalindo.

Robbins, Stephen P. 2003. *Perilaku Organisasi*. Index. Jakarta.

Schein, E. H. (1997). *Organizational culture and leadership (2nd ed*.).

San Francisco: Jossey-Bass.

Siagian, Sondang P. 2004. *Pengembangan Sumber Daya Manusia*. Jakarta: PT Gunung Agung.

Siagian, S. P . 2005. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

Sudirman, Iman. 2012. *Manajemen Sumber Daya Manusia*. Hand Out. Bandung: Unpas. Sugiyono. 2008. *Metode Penelitian Bisnis*, Bandung: Penerbit CV. Alfabeta.