

Pengaruh Perilaku Kepemimpinan terhadap Sikap Follower dan Efektivitas Organisasi pada Perusahaan Jasa Telekomunikasi PT. Aplikanusa Lintasarta = The Influence of Leadership Behaviors on Followers' Attitudes and Organizational Effectiveness in Telecommunication Services Company PT. Aplikanusa Lintasarta

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Abstrak

Studi ini menitikberatkan pada tinjauan pengaruh leadership behavior (perilaku kepemimpinan) terhadap sikap follower dan organizational effectiveness (efektivitas organisasi) pada perusahaan jasa telekomunikasi PT Aplikanusa Lintasarta. Pada penelitian kali ini akan dijelaskan beberapa jenis orientasi perilaku kepemimpinan, yaitu perilaku kepemimpinan yang berfokus pada relationship (hubungan antara atasan dan bawahan), task (tugas) dan change (perubahan). Dugaan penelitian ini menunjukkan bahwa perilaku kepemimpinan yang berfokus pada relationship, task, dan change mempengaruhi secara positif sikap follower dan selanjutnya sikap follower akan mempengaruhi secara positif efektivitas organisasi. Penelitian ini diuji secara empirik terhadap 110 responden yang merupakan para direktur, general manager, manager, dan assistant manager PT Aplikanusa Lintasarta. Hasil penelitian ini menunjukkan bahwa secara umum perilaku kepemimpinan yang berfokus pada relationship, task, dan change terbukti berpengaruh secara positif terhadap sikap follower dan efektivitas organisasi melalui mediasi sikap follower. Dengan demikian hasil penelitian ini sesuai dengan hipotesis penelitian.

.....This study focuses on the influence of leadership behaviors on followers' attitudes and organizational effectiveness. This study was conducted primarily in a single organization, PT Aplikanusa Lintasarta telecommunication service company. Recent researches describe several types of orientation of leadership behavior, relationship-focused leadership behavior (the relation between superiors and subordinates), task-focused leadership behavior and change-focused leadership behavior. Allegations of this study suggest that leadership behavior with orientation in relationship, task, and change have a positively influence on followers' attitudes and this followers' attitudes have a positively affects on organizational effectiveness. This study empirically tested 110 respondents who are the directors, general managers, managers, and assistant manager of PT Aplikanusa Lintasarta. These results indicate that the overall leadership behavior with relationship, task, and change orientation proved positively influence followers' attitudes and organizational effectiveness through mediation of followers' attitudes. Thus the results are consistent with the hypothesis of the previous study.