

HUBUNGAN ANTARA PERSEPSI GAYA KEPEMIMPINAN DEMOKRATIS DENGAN KOMITMEN ORGANISASI

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan positif antara persepsi gaya kepemimpinan demokratis dengan komitmen organisasi pada PT. Walser Automotive Textiles Indonesia. Hipotesis penelitian ini adalah : Ada hubungan positif persepsi gaya kepemimpinan demokratis dengan komitmen organisasi pada PT. Walser Automotive Textiles Indonesia. Subjek dalam penelitian ini adalah karyawan fungsi produksi PT. Walser Automotive Textiles Indonesia sejumlah 76 karyawan yang diambil dengan menggunakan teknik *purposive sampling* dari dua bagian di fungsi produksi, yaitu *Cutting* dan *Maintenance*. Metode pengumpulan data dalam penelitian ini menggunakan dua skala pengukuran model Likert, yaitu skala persepsi gaya kepemimpinan demokrasi dan skala komitmen organisasi. Uji coba skala dilakukan pada 93 karyawan bagian Sewing dan Packaging yang menghasilkan koefisien reliabilitas pada skala persepsi gaya kepemimpinan demokratis sebesar 0,876 dan pada skala komitmen organisasi sebesar 0,877. Data hasil penelitian dianalisis dengan menggunakan teknik korelasi *Product Moment* dari *Pearson*, dan hasilnya menunjukkan bahwa ada hubungan positif antara persepsi gaya kepemimpinan demokratis dengan komitmen organisasi pada karyawan PT. Walser Automotive Textiles Indonesia. Hal ini dapat dilihat dari koefisien korelasi yang bernilai 0,789 ($p = 0,000$) dengan probabilitas 1% ($p < 0,01$).

Kata kunci : gaya kepemimpinan demokratis, komitmen organisasi

THE RELATIONSHIP BETWEEN THE PERCEPTION OF DEMOCRATIC LEADERSHIP AND COMMITMENT ORGANIZATION

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ABSTRACT

This research objective was to find out the positive correlation between the perception of democratic leadership with the commitment organization on PT. Walser Automotive Textiles Indonesia. The hypothesis proposed in this research was there's a positive correlation between the perception of democratic leadership with the commitment organization on PT. Walser Automotive Textiles Indonesia. The subject in this research was employee on production function PT. Walser Automotive Textiles Indonesia. The sample of this research was included 76 employees that acquired by purposive sampling technique from two departments on production function, that's Cutting and Maintenance. The method of data collection in this research used two of Likert rating scales, are perception of democratic leadership scale and scale of organizational commitment. Scale try out have done to ninety three employees on Sewing and Packaging function that result reliability coefficient to the amount of 0,876 on perception of democratic leadership scale and 0,8877 on organizational commitment scale. The data of research result was analyzed by correlation Product Moment technique, and the result show that there was a positive correlation between the perception of democratic leadership with the organizational commitment on PT. Walser Automotive Textiles Indonesia. This result can see from correlation coefficient to the amount of 0,789 ($p = 0,000$) with 1% of probability ($p < 0,01$).

Keyword : perception of democratic leadership, commitment organization