

KONTRIBUSI GAYA KEPEMIMPINAN DAN SEMANGAT KERJA TERHADAP KOMITMEN ORGANISASI DI PT. BEKAERT INDONESIA

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui kontribusi antara gaya kepemimpinan dan semangat kerja terhadap komitmen organisasi di PT. Bekaert Indonesia. Penelitian ini dilakukan dengan metode penelitian kuantitatif menggunakan teknik kuota. Dengan responden sejumlah 131 pegawai di bagian *bunching* yang sudah menyelesaikan masa pelatihan. Berdasarkan uji hipotesis didapatkan nilai signifikansi $p = 0,000$ dengan asumsi $p < 0,05$ yang artinya H_0 ditolak, maka variabel gaya kepemimpinan dan semangat kerja memiliki pengaruh terhadap variabel komitmen organisasi. Penelitian ini memperoleh hasil temuan *mean* variabel gaya kepemimpinan 85,22 yang termasuk kedalam kategori efektif, lalu variabel semangat kerja mendapatkan nilai 69,58 yang masuk kedalam kategori sedang dan variabel komitmen organisasi mendapat nilai 39,93 yang masuk kedalam kategori positif. Variabel gaya kepemimpinan dan semangat kerja memberikan kontribusi terhadap komitmen organisasi sebesar 44,9%. Kemudian 55,1% lainnya dipengaruhi oleh faktor lain.

Kata kunci : Komitmen organisasi, gaya kepemimpinan, semangat kerja

**CONTRIBUTIONS OF LEADERSHIP STYLE AND MORALE TO
ORGANIZATIONAL COMMITMENT
AT PT. BEKAERT INDONESIA**

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ABSTRACT

This research was conducted to determine the contribution between leadership style and work morale towards organizational commitment at PT. Bekaert Indonesia. This research was conducted with quantitative research methods using quota. With respondents there were 131 employees in the bunching section who had completed the training period. Based on the hypothesis test, the significance value of $p = 0.000$ with the assumption $p < 0.05$, which means that H_0 is rejected, then the variables of leadership style and morale have an influence on the variable organizational commitment. This study obtained the mean results of the leadership style variable 85.22 which was included in the effective category, then the morale variable got the value of 69.58 which was included in the medium category and the organizational commitment variable got the value of 39.93 which entered the positive category. Variables of leadership style and morale contribute to organizational commitment of 44.9%. Then 55.1% are influenced by other factors.

Keywords: Organizational commitment, leadership style, work spirit