THE INFLUENCE OF TRASFORMATIONAL LEADERSHIP STYLE TOWARDS ORGANIZATIONAL COMMITMENT

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ABSTRAK

Kajian ini adalah mengenai pemboleh ubah yang mempengaruhi terhadap komitmen organisasi dalam PT Pertamina (bahagian pemasaran), Palembang, Indonesia. Objektif kajian ini adalah untuk mengkaji pengaruh gaya kepemimpinan terhadap komitmen organisasi dari segi jantina, umur, dan tahap pendidikan.

Sebanyak 117 soal selidik telah diedarkan berdasarkan jumlah pekerja Pertamina di Palembang. Pekerja didekati secara rawak dan diberi soal selidik. Walau bagaimanapun, disebabkan beberapa batasan seperti pekerja jadual sibuk dan keengganan untuk mengambil bahagian, ia mengambil sedikit masa untuk mengumpul kembali soal selidik. Selepas diberikan beberapa tempoh masa, hanya 98 yang berjaya dikutip. Dan selepas memeriksa soalan yang hilang untuk soal selidik yang sah, hanya 88 soal selidik yang boleh digunakan sebagai balas sah dari responden. Baki soal selidik hanya dikumpulkan dan tidak mengambil bahagian dalam penyelidikan ini. Kemudian, data yang diperolehi daripada kajian ini dianalisis dengan menggunakan analisis deskriptif.

Hasil kajian ini telah dinyatakan transformasi gaya kepimpinan adalah amat mempengaruhi terhadap komitmen organisasi di kalangan pekerja di PT Pertamina (bahagian pemasaran) Palembang di Indonesia dari segi jantina, umur, dan tahap pendidikan

ABSTRACT

This paper was study about the variables that influence significantly towards organizational commitment in PT Pertamina (Marketing Division), Palembang, Indonesia. The objective of this research is to examine the influence of leadership style towards organizational commitment in terms of gender, age, and level of education.

A total of 117 questionnaires were distributed based on the total Pertamina employee in Palembang. Employees are randomly approached and given the questionnaire. However, due to some limitations such as busy schedule worker and unwillingness to participated, it took some time to collect back the questionnaire. After given some period of time, only 98 are successfully collected back. And after checking the missing question for valid questionnaire, just 88 questionnaires those can be used as valid questionnaire from respondent. The remaining questionnaires are just collected and not take part on this research. Later, the data obtained from the study was analyzed by using descriptive analysis.

The findings of this study was stated transformational leadership style is significantly influence towards organizational commitment among employee in PT Pertamina Palembang in Indonesia in terms of gender, age, and level of education.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

This chapter presents the background of this research, problem statement, research questions, objectives of the study, and then followed by the significance of the study, scope of the study, and lastly organization of the research.

1.2 Background of Study

Organizational commitment plays an important role in the study of organizational behavior (Buelens, M., Sinding, K. & Waldstrom, C, 2011). Many past researchers such as Awan & Mahmood (2009), Boles, Madupalli, Rutherford & Wood (2003), Fischer (2008), and Rego et al. (2008) and organizations take high concern regarding to organizational commitment due to it can determine many works related to interactions between employees and organizations. The main objective of this research is to assure that transformational leadership style influence an employee's decision to stay longer in organizations.

According to Boles, Madupalli, Rutherford and Wood (2007), organizational commitments have received considerable attention due to the importance that managers place on retaining personnel. Meanwhile, organizational commitment has strong relationships with job performance in the workplace. Yousuf (1997), found out that low commitment is leading to a high rate of turnover, whereas the higher the level of job

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