SKRIPSI

THE EFFECT OF LEADERSHIP STYLE ON EMPLOYEE JOB SATISFACTION
(Case study: RSUP DR. M. Djamil, Padang)

ZOLA MARTASARI
06 152 015

Proposed as a partial requirement to obtain Bachelor degree

MANAGEMENT DEPARTMENT
ECONOMICS FACULTY
ANDALAS UNIVERSITY
PADANG
2010

No. Alumni Universitas :	**Zola Martasari**	No. Alumni Fakultas :

a) Tempat / Tanggal Lahir : Payakumbuh/ 5 Maret 1988 b) Nama Orang Tua : Syafrizal Sabaruddin dan Asnasari c) Fakultas : Ekonomi d) Jurusan : Manajemen e) No.BP : 06152015 f) Tanggal Lulus : 18 Agustus 2010 g) Predikat Lulus : Memuaskan h) IPK : 3,06 i) Lama Studi : 3 tahun,11 bulan j) Alamat Orang Tua : Unib Permai 4B no. 86, Perumnas Unib, Bengkulu.

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Skripsi S1 Oleh : Zola Martasari
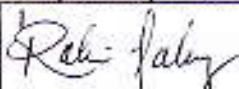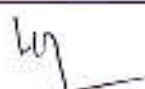*Pembimbing : Dr. Rahmi Fahmi, SE, MBA*

ABSTRACT

This research investigates the effect on leadership style on employee job satisfaction. The objectives of this research were to determine how far leadership style influences employee job satisfaction, determine the leadership style that is suitable applied in the hospital and determine the level of employee job satisfaction. Based on literature review there are 6 kind of leadership style: Trait approach, Situational approach, Contigency approach, Path-goal theory, Transformational theory, and Transactional theory, and there are 5 dimensions of job satisfaction: Work Itself, Salary, Promotion opportunities, Supervision and Co worker. The total of 100 respondents in RSUP M. Djamil, Padang was surveyed in this research. The finding has some interesting results. The finding indicates that Leadership style have a significant relationship with job satisfaction. Based on the survey, it's show that Transformational leadership was best applied in RSUP M. Djamil. The employees was not satisfied because the hopital did not give enough salary and good work facilities. Thus, the employees could not work effectively.

Keyword: Leadersip style, Employee job satisfaction.

Skripsi ini telah dipertahankan di depan sidang penguji dan dinyatakan lulus pada tanggal 18 Agustus 2010.

Abstrak ini telah disetujui oleh pembimbing dan penguji :

Tanda Tangan		2	3
Nama Terang	Dr. Rahmi Fahmi, SE, MBA	Dr. Harif Amali Rivai, SE, M.Si	Donard Gamez,SE,M.Bus

Mengetahui,
Ketua Jurusan Manajemen

Dr. Harif Amali Rivai, SE, M.Si
Nip. 197102211997011001

Tanda Tangan

Alumnus telah mendaftar ke Fakultas / Universitas dan mendapat Nomor Alumnus :

	Petugas Fakultas / Universitas	
No. Alumni Fakultas :	Nama	Tanda Tangan
No. Alumni Universitas :	Nama	Tanda Tangan

CHAPTER I

INTRODUCTION

1.1 Background of Research

All organizations consist of leader and follower, leader is a person who is appointed, elected, or informally chosen to direct and coordinate the work of others in a group (Fieldler, 1995). Clawson (2002) defined that the leader is person that have characteristics that will influence other person ability to create a successful leadership outcome. A leader might therefore be defined as one who is followed by others (The oxford Encyclopedic English Dictionary, 1991). While follower is somebody that follow the leader in achieving the goal of an organization.

The collaboration between leader and followers will be needed in achieving organizational goal. A leader can not work without followers, and the followers have no direction without a leader. The quality of relationship between the leader and follower will determine the organization outcome.

Every second the organizations are forced to change by internal and external environments. And the leader needs leadership skill or ability to influence and motivating others in leading the organization to achieve desirable goal. Tead (1935) stated that leadership is the activity of influencing people to cooperate toward some goal which they come to find desirable. And Lundy (1957) in

Cooper (2003) defined that Leadership is principally a task of planning, coordinating, motivating and controlling the efforts of others toward a specific objective.

To get respect from the followers in order to influence and motivate them, a leader needs to consider an appropriate leadership style in leading the organization. 'Leadership style is the manner and approach of providing direction, implementing plans, and motivating people' (U.S. Army Handbook ,1973 in Clark, 1997).

A leader has to consider the specific circumstance in choosing leadership style in leading the followers. A leader cannot adopt one leadership style that he or she think the best, he or she must consider the condition and situation especially the followers. A leader should know and understands what kind of leadership style that the followers wish and than he or she should consider it in implementing the leadership style to achieve an effective leadership that can avoid conflict within the organization and to be easy in reaching the organizational goals.

In any industrial setting, employee's work plays an important role for organizational achievements. Therefore, it is highly important for management to recognize employees' work and provide them with an opportunity to grow and to look after their well-being. It is true that work has predominantly occupied mostof employees' time than any other single activities, and it also provides an economic well-being. Therefore, job satisfaction is one of the

CHAPTER VI

CONCLUSION, LIMITATION, SUGGESTION

This chapter will explain about conclusion of research, suggestion, limitation, and implication for future research.

6.1 Conclusion

This study examines the effect of leadership on employee job satisfaction. Analysis of data can be process with simple linear regression analysis using SPSS which this study sample was nurses at RSUP Dr M. Djamil, Padang.

1. Leadership style has positive influence on employee job satisfaction. This can be seen from the SPSS analysis showing leadership style variables showed significant values of 0.00 (significant at $\alpha < 0.1$) with the positive direction of the regression coefficient of 0.339.

   Based on Test R2 (R-Square), the results of data analysis known that tests the value of R2 (R-Square) is approximately 0.235, this means that the influence of leadership style on job satisfaction is at 23.50% and the rest equal to 76.10% influenced by other variables that are not input into in the research model.

2. The best leadership style that best applied in RSUP M. Djamil is transformational leadership style. Based on the results of research in RSUP Dr M. Djamil, employees feel comfortable with this leadership style. Actually, Transformational leadership style is a process that changes and transforms individuals. It is concerned with emotions, values, ethics,

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