



**“The Effects of the Leadership Style on Organizational
Commitment and Motivation**

**Case Study: KPS (Koperasi Perkebunan Sawit) Perintis Pasaman
Barat”**

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THE EFFECTS OF LEADERSHIP STYLE ON ORGANIZATIONAL COMMITMENT AND MOTIVATION
(Case Study: Koperasi Perkebunan Sawit Perintis, Pasaman Barat)

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
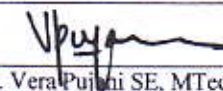
ABSTRACT

The purpose of this research is to investigate the effects of leadership style on organizational commitment and motivation in Koperasi Perkebunan Kelapa Sawit Perintis Pasamana Barat. Path Goal theory explained about leader behavior by directive style, supportive, participative, and achievement-oriented style. By using one of four styles, a leader must effore to influence perception, build strong commitment, and can give motivation to the subordinates. The total 35 respondents were surveyed in this research and all of the respondent's return the questionnaires. The data analyzed by simple-linear regression and frequency distribution. The results of this research indicates leadership style has positive and significant effect on organizational commitment and motivation by regression line obtained for organizational commitment $Y_1 = 2.135 + 0.385x$ and $Y_2 = 2.475 + 0.477 x$ for motivation.

Keywords: Leadership Style on Organizational Commitment and Motivation.


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CHAPTER I

INTRODUCTION

1.1 Background of The Research

Leadership plays an important role in the success of an organization (Bass, 1990). Clawson (2002) defined that the leader is person that have characteristics that will influence other person ability to create a successful leadership outcome.

The existing leadership and management research suggests that the leadership style of managers can lead to higher measures of organizational commitment in their direct reports. Bass (1985), Hersey and Blanchard (1977) and Stogdill (1963) has demonstrated positive relationships between numerous leadership styles and employee attitudes, motivation and performance; all of these can affect to organizational commitment levels.

Leadership in general is the ability to give effect to others, so they do what the leader desires. Tead (1935) in Cooper (2003) 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. In short leadership is influence.

Leadership is an important component in an organization, but a company will not be possible to operate without any human activity as a source of labor. Understanding employees according to Hasibuan (1993) is the assets (wealth) for each of the major organizations that became active planner and the behavior of each organization's activities.

The best way to make employees have a strong commitment and motivated to work toward the company, the leadership style, is needed to match what is expected by the employees without reducing the “strength” of the leaders themselves. Committed employees are less likely to develop patterns of tardiness or to be chronically absent from work (Angle and Perry, 1981; Bateman and Strasser, 1984; Porter et al., 1974). Employees that are committed are also less likely to leave the organization to explore other opportunities (Allen and Meyer, 1996 & Porter et al., 1974). Organizational commitment has also been shown to positively affect motivation, organizational citizenship, and job performance (Meyer et al., 2002; Mowday et al., 1974). Individual organization commitment is related to both one’s personality and the superior/subordinate relationship (Gopinath & Becker, 2000; Mathieu & Zajac, 1990 in Davenport, 2010). The concept of organizational commitment has an important role in the philosophy of Human Resource Management (HRM). HRM policies are designed to improve organizational integration, employee commitment, flexibility and quality of work.

Organizational commitment is an important job outcome because of its demonstrated influence on positive work-related attitudes and behaviors, for example, high performance, organizational citizenship behavior and low turnover. As employees take responsibility for what they do, they become committed to their acts and develop positive attitudes to justify behavioral commitment (Gregerson & Black, 1992).

Motivation constitutes a central element when going through the process of human learning. If the organization does not possess the ability to motivate its employees, the knowledge within the organization is not practically used to a

CHAPTER VI

CONCLUSION, LIMITATION, AND RECOMMENDATION

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 organizational commitment and motivation. Analysis of data can be process with simple linear regression analysis using SPSS 15.0 which this study sample was employees at KPS Perintis Pasaman Barat.

1. Leadership style has significant effect on organizational commitment.

This can be seen from the SPSS analysis that showed leadership style variables has significant values of 0.031 (significant at $\alpha < 0.05$) with the positive direction of the regression coefficient of 0.385. Regression coefficient of leadership styles of 0.385 indicates that any leadership style scores increasing by 1 point then the organizational commitment will also increase by 0.385. Regression coefficient is positive; indicate a positive relationship between leadership style and organizational commitment, this means the better the style of leadership, then the better the organizational commitment in the organization.

Based on Test of R^2 , the results of data analysis obtained R^2 for 0.133 or 13.3%. This shows that the percentage contribution of the effect of leadership style on organizational commitment is 13.3%. Or the variations in leadership style variables used in the model can explain 13.3%

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