Profil Laten Kepribadian Pemimpin dan Perannya Terhadap Performa Kerja di PT. ABC

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Abstract. Leader's performance is influenced by his personality factor. A number of studies with a variable-centered approach conducted to understand the relationship between the two showed unsatisfactory results and generated some criticisms. This study will use a person-centered approach to explore the personality profile of leaders based on the Five-Factor Model and how their roles contribute differently to job performance. The results of the latent profile analysis were able to identify three personality profiles of leaders, namely Undercontrolled, Overcontrolled, and Resilient, which were consistent with previous research, and one unique profile, Overexpected, which was recently encountered. However, there is no significant role of the personality profile on the resulting job performance. Discussion and implications of this finding are discussed further.

Keywords: Latent Profile Analysis, Person-centered approach, Leaders, Job performance, Personality profiles

Abstrak. Performa kerja seorang pemimpin dipengaruhi oleh faktor kepribadiannya. Sejumlah penelitian dengan pendekatan *variable-centered* yang dilakukan untuk memahami hubungaan antara keduanya menunjukkan hasil yang kurang memuaskan dan menghasilkan beberapa kritik. Penelitian ini akan menggunakan pendekatan *person-centered* untuk mengeksplorasi profil kepribadian pemimpin berdasarkan Five-Factor Model dan bagaimana perbedaan kontribusi perannya terhadap performa kerja. Hasil *latent profile analysis* mampu mengidentifikasikan tiga profil kepribadian pemimpin, yaitu Undercontrolled, Overcontrolled, dan Resilient, yang konsisten dengan penelitian sebelumnya serta satu profil unik, Overexpected, yang baru ditemui. Meski demikian, tidak terdapat peran yang signifikan dari profil kepribadian tersebut terhadap performa kerja yang dihasilkan. Diskusi dan implikasi atas penelitian ini akan dibahas lebih lanjut.

Kata kunci: Latent Profile Analysis, Pendekatan Person-centered, Pemimpin, Performa Kerja, Profil Kepribadian