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Hubungan antara persepsi gaya kepemimpinan situasional dan efektivitas komunikasi interpersonal dengan komitmen kerja :: Studi kasus di R.S. Siti Khodijah Sepanjang Sidoarjo Jawa Timur
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THE RELATIONSHIP BETWEEN SITUATIONAL LEADERSHIP STYLE PERCEPTION, EFFECTIVENESS OF INTERPERSONAL COMMUNICATION AND JOB COMMITMENT

(A Case Study of Nurses at Siti Khodijah Hospital in Sepanjang Sidoarjo East Jawa)

ABSTRACT

This research aimed to find the relationship between situational leadership style perception, effectiveness of interpersonal communication and job commitment. Hypothesis was postulated that there is the relationship between situational leadership style perception, effectiveness of interpersonal communication and job commitment.

The subjects of the research were 76 nurses at Siti Khodijah Hospital in Sepanjang Sidoarjo East Java. The data were collected by the means of three questionnaires that is situational leadership style perception questionnaire, effectiveness of interpersonal communication questionnaire and job commitment questionnaires. The data were analyzed by using regression analysis.

The result of this research are (1) there was relationship between situational leadership style perception, effectiveness of interpersonal communication and job commitment, (2) there was relationship between effectiveness of interpersonal communication with the three of job commitment components (affective commitment, continuance commitment, dan normative commitment), (3) there was relationship between the style of telling with affective commitment, continuance commitment, and normative commitment, (4) there was relationship between the style of selling with affective commitment, and normative commitment, but there is not relationship with continuance commitment, (5) there was relationship between the style of participating with affective commitment, and normative commitment, but there was not relationship with continuance commitment, (6) there was not relationship between the style of delegating with the three of job commitment components (affective commitment, continuance commitment, dan normative commitment).

Key word: leadership style, interpersonal communication, job commitment



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HUBUNGAN ANTARA PERSEPSI GAYA KEPEMIMPINAN SITUASIONAL DAN EFEKTIVITAS KOMUNIKASI INTERPERSONAL DENGAN KOMITMEN KERJA

(Studi Kasus pada Perawat di Rumah Sakit Siti Khodijah Sepanjang Sidoarjo Jawa Timur)

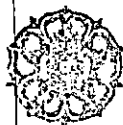
INTISARI

Penelitian ini bertujuan mengetahui: (1) hubungan antara persepsi gaya kepemimpinan situasional dan efektivitas komunikasi interpersonal dengan komitmen kerja, (2) hubungan antara keempat gaya kepemimpinan, yaitu *telling* (S1), *selling* (S2), *participating* (S3), dan *delegating* (S4) dengan komitmen kerja, (3) hubungan antara efektivitas komunikasi interpersonal dengan komitmen kerja.

Subyek penelitian adalah 76 perawat di Rumah Sakit Siti Khodijah di Sepanjang, Sidoarjo, Jawa Timur. Data penelitian diperoleh dengan menggunakan tiga angket, yaitu angket persepsi gaya kepemimpinan situasional, efektivitas komunikasi interpersonal, dan komitmen kerja. Analisis data yang digunakan adalah analisis regresi.

Hasil penelitian menunjukkan bahwa (1) ada hubungan antara gaya kepemimpinan situasional dan efektivitas komunikasi interpersonal dengan komitmen kerja, (2) Ada hubungan antara efektivitas komunikasi interpersonal dengan ketiga komponen komitmen kerja (*affective commitment*, *continuance commitment*, dan *normative commitment*), (3) Ada hubungan antara gaya kepemimpinan *telling* dengan ketiga komponen komitmen kerja (*affective commitment*, *continuance commitment*, dan *normative commitment*), (4) Ada hubungan antara gaya kepemimpinan *selling* dengan *affective commitment* dan *normative commitment*, namun tidak ada hubungan dengan *continuance commitment*, (5) Ada hubungan antara gaya kepemimpinan *participating* dengan *affective commitment* dan *normative commitment*, namun tidak ada hubungan dengan *continuance commitment*, (6) Tidak ada hubungan antara gaya kepemimpinan *delegating* ketiga komponen komitmen kerja (*affective commitment*, *continuance commitment*, dan *normative commitment*).

Kata kunci: gaya kepemimpinan, komunikasi interpersonal, komitmen kerja



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