

Peran Kepemimpinan Transformasional terhadap Komitmen Afektif

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ABSTRAK

Komitmen afektif karyawan memegang peran penting bagi produktivitas perusahaan. Penelitian ini bertujuan untuk menguji secara empiris peran kepemimpinan transformasional terhadap komitmen afektif pada karyawan. Hipotesis yang diajukan adalah kepemimpinan transformasional memiliki peran positif atau negatif dalam komitmen afektif karyawan. Subjek dalam penelitian ini sebanyak 129 orang karyawan. Pengumpulan data dilakukan dengan menggunakan *Affective Commitment Scale* (ACS) (Alpha Cronbach's = 0,812) dan *Multifactor Leadership Questionnaire* (MLQ) (Alpha Cronbach's = 0,967). Data dianalisis dengan menggunakan teknik regresi linier sederhana. Hasil analisis menunjukkan bahwa kepemimpinan transformasional memiliki peran positif terhadap komitmen afektif karyawan secara signifikan ($b = 0,505$; $r = 0,499$) dengan sumbangan efektif sebesar 24,9%.

Kata kunci: kepemimpinan transformasional, komitmen afektif

The Role of Transformational Leadership towards Affective Commitment

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ABSTRACT

Affective commitment of employees plays an important role for company productivity. This study aims to empirically examine the role of transformational leadership towards affective commitment to employees. The hypothesis that proposed is that transformational leadership has a positive or negative role in employee's affective commitment. The subjects in this study were 129 employees. Data collection was carried out using an Affective Commitment Scale (ACS) (Alpha Cronbach's = 0,812) and Multifactor Leadership Questionnaire (MLQ) (Alpha Cronbach's = 0,967). Data was analyzed using linear regression technique. The result of the analysis shows that transformational leadership has a positive role towards affective commitment significantly ($b = 0,505$; $r = 0,499$) with an effective contribution 24,9%.

Keywords: transformational leadership, affective commitment