

EFFECTIVENESS TRAINING TRANSFORMATIONAL LEADERSHIP TO COMMITMENT ORGANIZATION IN PT. X WITH INTERPERSONAL TRUST AS VARIABLE CONTROL

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ABSTRACT

This study aimed to determine the effect of transformational leadership training to organizational commitment superiors in PT. X by controlling the variables of interpersonal trust. This type of research is one group pretest-posttest design, with the number of subjects in the study sample are as many as 8 people superiors each division. Data analysis techniques used in this study using techniques spearman correlation and analysis of covariance (ANCOVA). Based spearman correlation analysis using the pretest variables and organizational commitment acquired interpersonal trust Sig. 0.000 > 0.05 with r count = 0.985 > r table = 0.300 while the value obtained Sig posttest. 0.002 > 0.05 with the count r = 0.910 > r table = 0.300, of the data it can be concluded that the relationship between these two variables is a positive linear correlation for significance value of <0.05. From the data processing ANCOVA analysis also shows that the number of significance for before and after the training given transformational leadership is Sig. 0.00, with the Sig <0.05 then the research hypothesis is accepted. It can be concluded that without the influence of interpersonal trust, at the 95% confidence level was no difference before and after the training given to the level bosses organizational commitment in PT. X. with the Sig <0.05 then the research hypothesis is accepted. It can be concluded that without the influence of interpersonal trust, at the 95% confidence level was no difference before and after the training given to the level organizational commitment the superiors in PT. X. with the Sig <0.05 then the research hypothesis is accepted. It can be concluded that without the influence of interpersonal trust, at the 95% confidence level was no difference before and after the training given to the level organizational commitment the superiors in PT. X.

Keywords: Transformational Leadership Training, Organizational Commitment, Interpersonal Trust

EFEKTIFITAS PELATIHAN KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KOMITMEN ORGANISASI DI PT. X DENGAN INTERPERSONAL TRUST SEBAGAI VARIABEL KONTROL

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan kepemimpinan transformasional terhadap komitmen organisasi para atasan di PT. X dengan mengendalikan variabel interpersonal trust. Jenis penelitian yang digunakan adalah *One Group Pretest-Posttest Design*, dengan jumlah subjek pada sampel penelitian ini adalah sebanyak 8 orang atasan masing-masing divisi. Teknik analisis data yang digunakan dalam penelitian ini menggunakan teknik korelasi *spearman* dan analisis kovarian (ancova). Berdasarkan analisis dengan menggunakan korelasi *spearman* maka pretest variabel komitmen organisasi dan interpersonal trust diperoleh Sig. $0.000 < 0.05$ dengan r hitung = $0.985 > r$ tabel = 0.300 sedangkan nilai posttest diperoleh Sig. $0.002 < 0.05$ dengan r hitung = $0.910 > r$ tabel = 0.300 , dari data dapat disimpulkan bahwa hubungan antara dua variabel tersebut merupakan korelasi yang linear positif karena nilai signifikansi < 0.05 . Dari hasil pengolahan data analisis ancova juga terlihat bahwa angka signifikansi untuk sebelum dan sesudah pelatihan kepemimpinan transformasional diberikan adalah Sig. 0.00 , dengan nilai Sig < 0.05 maka hipotesis penelitian diterima. Sehingga dapat disimpulkan bahwa tanpa pengaruh interpersonal trust, pada tingkat kepercayaan 95% ada perbedaan sebelum dan sesudah pelatihan diberikan terhadap tingkat komitmen organisasi atasan di PT. X.

Kata kunci : Pelatihan Kepemimpinan Transformasional, Komitmen Organisasi, Interpersonal Trust