

ABSTRACT

Faridz Verian Artha, Mifta. 2013. The Role of Transformational Leadership with Organizational Commitment BCA Malang. Thesis., Faculty of Psychology, The State Islamic University of Maulana Malik Ibrahim Malang

Supervisor : Andik Rony Irawan, M. Si, Psi.,

Keywords : Transformation Leadership and Organizational Commitment

Human is the most substantial component in the workforce even though at this technology era advanced equipments like the machines are dominant. Advanced equipments that could shift the human position in the workforce (efficiency), could be not true when people are committed in working to produce the best for the company. To support the commitment of the employees, there is a need of good cooperation between employees with one another to engender them possessing *the sense of belonging* toward the company. Towards good cooperation, a pattern of leadership is needed to guide, lead, control, build, motivate, supervise, and communicate to subordinates about proposed targets (Kartono, 2002; p. 200). Therefore, it takes a more specific discussion of the research about the leadership of transformation because it includes leadership needs as expressed by Kartono.

This research was conducted in the office of BCA (Bank Central Asia) located on Malang city. The aim is to know transformation leadership roles with the commitment of the organization. The method of data collection uses scale questionnaires. The scale of the research consists of two scales that leadership transformation and organizational commitment, each of which consists of 40 and 25 items. The technique of analysis uses *product moment*.

Based on the analysis of the research results obtained are as follows: the total of respondents in this study are 70 people, thus on organizational commitment variable, 2 employees (3%) have a very high organizational commitment, 26 employees (37%) are with high organizational commitment, 16 employees (23%) have moderate organization commitment, 24 employees (34%) are with low organizational commitment, and 2 employees (3%) are in very low organizational commitment. While the variable of transformation leadership results that 2 employees (3%) have a very high presumption of leadership transformation, 27 employees (39%) have a high presumption, 11 employees (16%) is assumed as medium, 24 employees (34%) is considered low, and 6 employees (8%) is considered very low. The findings on the two variables (leadership transformation and organizational commitment) result that there is a positive role ($R_{xy} 0.673$; with $\text{sig} < 0.05$). That is, the role between the variables of transformation leadership and organization commitment is a significant positive by getting the value 0.000 and the significance Sig (2-tailed) below or less than 0.05 with effective contribution to 44.5% (R^2).