

ABSTRACT

Aminudin, Muhammad. 2012, Thesis. Title: "The Effect of Situational Leadership Style on Working Discipline of Outsourcing Employees at Mall Olympic Garden Malang"

Advisor : Dr. Achmad Sani Supriyanto, SE., M.Si

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The existence of a leader in an organization was needed to bring the organization to achieve its goal. The implementation of a leadership style is very influential toward the level of employees' discipline. Working discipline is a determining factor in a success of a company. If the working discipline is ignored, it will hinder the performance and impair the company. This research focuses on the influence of situational leadership style which consists of four variables: telling leadership style (X1), selling leadership style (X2), participating leadership style (X3), and delegating leadership style (X4) toward the working Discipline (Y) of Mall Olympic Garden Malang outsourcing employees.

This research uses quantitative method, an analysis which describe existing variables by using statistical test. The statistical test employed is a multiple linier regression test. This study uses an explanatory research. Data is collected by distributing questionnaires to outsourcing employees. The population in this research consists of 120 outsourcing employees is security and parking devition of Mal Olympic Garden Malang. The research uses 92 samples.

The result shows that the variable of situational leadership style simultaneously had significant influence toward Mall Olympic Garden Malang outsourcing employees' working discipline. It can be seen from the value of F count (9.036) > F table (2.37) or F sig (0.000) < 5% (0.05). The adjusted R square value is 0.261. It shows explanatory ability from the variable of situational leadership style toward variable of working discipline is 26.1%. T-test result shows that variables of telling leadership style (X1) and selling leadership style (X2) partially have no significant influence toward outsourcing employees' working discipline. On the other hand, the variables of participating (X3) and delegating leadership style (X4) have a significant influence toward the working. The variable of delegating leadership style (X4) has the most dominant influence with the highest t-count value (3.257) and the lowest significant value (0.002).