

ABSTRACT

Yoshua Bonar Abdiel Sirait (00000010312)

THE EFFECTS OF SERVANT LEADERSHIP, ORGANIZATIONAL CULTURE AND TRUST ON ORGANIZATIONAL COMMITMENT IN SEKOLAH LENTERA HARAPAN CURUG TANGERANG.

(xiv + 84 Pages; 19 images; 15 tables; 12 Appendixes)

The majority of teachers and employees who work in SLH Curug studied and lived at the same place, they took boarding collage. This background illustrates that the bond between them is strong enough. Some of them have been working long enough in this school. Nevertheless, the organizational commitment in this school is classified low, as indicated by the high rate of annual turnover. Organizational commitment affected by several things, such as: trust, servant leadership, and organizational culture. Therefore, the purpose of this study is to see whether the servant leadership, organizational culture and trust have any influence towards organizational commitment in Curug SLH. This study uses a quantitative approach. The research subjects were 33 respondents who worked for this school. Data processing method was analysed using path analysis and descriptive statistical methods. This result of this research shows that (1) servant leadership had positive affects on trust, (2) organizational culture had positive effects on trust, (3) servant leadership had positive effect on organizational commitment, (4) organizational culture had positive effect on organizational commitment, and (5) trusts had positive effect on organizational commitment.

Key Words: servant leadership, trust, organizational culture, organizational commitment, path analysis

Reference: 54 (1992-2013)

ABSTRAK

Yoshua Bonar Abdiel Sirait (00000010312)

PENGARUH *SERVANT LEADERSHIP*, BUDAYA ORGANISASI DAN *TRUST* TERHADAP KOMITMEN ORGANISASI DI SEKOLAH LENTERA HARAPAN CURUG TANGERANG

(xiv + 84 halaman; 19 gambar; 15 tabel; 12 lampiran)

Mayoritas guru dan karyawan yang bekerja di SLH Curug, berasal dari fakultas yang sama dan selama menempuh pendidikan tinggal bersama-sama di asrama. Latar belakang tersebut memberi gambaran bahwa ikatan yang terjadi di antara mereka cukup kuat. Beberapa di antara mereka sudah cukup lama di sekolah ini. Meskipun demikian, komitmen organisasi di sekolah ini tergolong minim, yang ditunjukkan dengan tingginya angka turnover setiap tahunnya. Komitmen organisasi dipengaruhi oleh beberapa hal, seperti: *trust*, *servant leadership*, dan budaya organisasi. Oleh sebab itu, adapun tujuan penelitian ini adalah untuk melihat apakah *servant leadership*, budaya organisasi dan *trust* memiliki pengaruh terhadap komitmen organisasi di SLH Curug. Penelitian ini menggunakan pendekatan kuantitatif dengan subjek penelitian berjumlah 33 responden. Metode pengolahan data menggunakan analisis jalur (*path analysis*) dan metode statistik deskriptif. Dari hasil penelitian, diperoleh kesimpulan (1) *servant leadership* berpengaruh positif terhadap *trust*, (2) budaya organisasi berpengaruh positif terhadap *trust*, (3) *servant leadership* berpengaruh positif terhadap komitmen organisasi, (4) budaya organisasi berpengaruh positif terhadap komitmen organisasi, dan (5) *trust* berpengaruh positif terhadap komitmen organisasi.

Kata kunci: *servant leadership*, budaya organisasi, *trust*, komitmen organisasi, *path analysis*

Referensi: 54 (1992-2013)