

ABSTRAK

Yuliana Ratih Damayanti. 111141022. Pengaruh Motivasi, Tipe Kepemimpinan, dan Budaya Organisasi terhadap Kinerja Organisasi (Studi di Kepolisian Sektor Jajaran Polda Jawa Timur). Fakultas Psikologi. Universitas Airlangga. +185 halaman, 45 lampiran.

Angka kriminalitas semakin meningkat pada 3 tahun terakhir di Jawa Timur (Latif, 2011; Listanti, 2011; Purwanto, 2013; Yoga, 2013). Hasil survei Evaluasi Kinerja Lembaga Penegakan Hukum dari Jaringan Suara Indonesia (2011) pun mengatakan Kepolisian Republik Indonesia (Polri) menempati urutan ketiga dalam data ketidakpuasan masyarakat terhadap penegakan hukum sebanyak 37,5% setelah KPK dan Kejaksaan Agung. Dalam 3 tahun terakhir, prosentase penyelesaian perkara di Jawa Timur pun menurun di angka 62,97% tahun 2010, 54, 87 % tahun 2011, dan menurun lagi menjadi 53,8% tahun 2012. Ditambah lagi dengan adanya tunggakan penyelesaian perkara sebesar 17911 tahun 2005-2009, sebesar 12111 tahun 2010-2011, dan sebesar 7617 pada tahun 2012 (Anev Direskrimum, 2012). Penurunan prosentase penyelesaian kasus ini identik dengan kinerja Polda Jatim dan jajarannya. Sehingga diperlukan pembenahan dalam menjalankan kinerja.

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi (*Motivator Factor* dan *Hygiene Factor*), kepemimpinan (*Transformational*, *Transactional*, dan *Laissez faire leadership*), dan budaya organisasi terhadap kinerja organisasi (Kepolisian Sektor Jajaran Polda Jawa Timur).

Unit analisis penelitian ini adalah 147 Kepolisian Sektor yang terdiri dari anggota kepolisian Unit Reserse dan Kriminal tingkat Kepolisian Sektor jajaran Polda Jawa Timur sebanyak 423 orang.. Alat ukur yang digunakan dalam penelitian ini adalah skala *Holden's Motivational Questionnaire* (HMQ), *Multifactor Leadership Questionnaire* (MLQ), dan *Denison Organizational Culture Survey* (DOCS).

Analisis data menggunakan analisis regresi dengan program *SPSS 16.00 for windows*.. Analisis simultan menunjukkan *motivator Factor*, *transactional leadership*, budaya organisasi secara bersama-sama mempunyai hubungan yang lemah dengan kinerja penyidik di Polsek ($r = 0.236$) atau sebesar 6%. Sedangkan *Hygiene Factor*, *transactional leadership*, budaya organisasi secara bersama-sama mempunyai hubungan yang lemah dengan kinerja penyidik di Polsek ($r = 0.230$) atau sebesar 5%. Analisis parsial menunjukkan *Motivator factor*, *Hygiene factor*, kepemimpinan transformasional tidak berpengaruh terhadap dengan kinerja. Kepemimpinan transaksional berpengaruh terhadap kinerja penyidik sebesar 3%. Budaya organisasi berpengaruh terhadap kinerja penyidik sebesar 4%. Secara parsial sub faktor *supervision* dan *status* (dari variabel *Hygiene Factor*), *idealized behavior* (kepemimpinan transformasional), dan *management by exception* (kepemimpinan transaksional) berpengaruh pada kinerja.

Kata kunci: motivasi, kepemimpinan, *transformational leadership*, *transactional leadership*, *laissez faire leadership*, budaya organisasi, kinerja, kepolisian

Daftar Pustaka, 52 (2002 – 2012)

ABSTRACT

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The crime rate has increased in the last 3 years in East Java (Latif, 2011; Listanti, 2011; Purwanto, 2013 ; Yoga, 2013). Performance Evaluation survey Law Enforcement Agencies of Indonesian Voice Network (2011) also said that the Indonesian National Police (INP) ranks third in the data community dissatisfaction with law enforcement as much as 37.5 % after the Commission and the Attorney General. In the last 3 years, the percentage of settlement in East Java was 62.97 % decline in numbers in 2010, 54, 87 % in 2011, and decreased again to 53.8 % in 2012. Coupled with the settlement of arrears amounting to 17 911 in 2005-2009, amounting to 12111 in 2010-2011, and amounted to 7617 in 2012 (Anev Direskrimum, 2012). The decrease in the percentage of completion of this case is identical to the performance of Java Police and his staff. So that the necessary improvements in running performance.

This study aims to determine the effect of motivation (Motivator and Hygiene Factor Factor), leadership (Transformational, Transactional, and Laissez faire leadership), and organizational culture on organizational performance (Police Sector East Java Police Board).

The unit of analysis of this study is the 147 Police Sector consisting of members of the police Criminal Investigation Unit of the Police Sector level police force of as many as 423 people in East Java.. Measuring instruments used in this study is the scale of Holden's Motivational Questionnaire (HMQ), Multifactor Leadership Questionnaire (MLQ), and the Denison Organizational Culture Survey (DOCS).

Data analysis using regression analysis with SPSS for windows.. 16:00 Simultaneous Factor Analysis showed motivator, transactional leadership, organizational culture together have a weak relationship with performance in police investigator ($r = 0.236$) or by 6 %. While Hygiene Factor, transactional leadership, organizational culture together have a weak relationship with performance in police investigator ($r = 0.230$) or by 5 %. Analysis showed partial motivator factors and hygiene factors do not affect the performance. Transactional leadership affect the performance of the investigator by 3 %. Organizational culture influence the investigation performance by 4 %. Partially sub supervision and status factors (variables Hygiene Factor), idealized behaviors (transformational leadership), and management by exception (transactional leadership) effect on performance.

Keywords : motivation, leadership, transformational leadership, transactional leadership, laissez-faire leadership, organizational culture, performance, police

Bibliography, 52 (2002 - 2012)