

RINGKASAN

Pengaruh Kepercayaan, Komitmen Dan Kepuasan Terhadap Efektivitas Pemimpin Berdasarkan Persepsi Pegawai Di Badan Kepegawaian Daerah Kabupaten Banjar

Ridwan Sya'rani

Efektivitas pada dasarnya adalah konsep dalam *doing the right things*. Efektivitas kepemimpinan seseorang dapat dilihat dari kemampuannya memimpin unit kerja untuk mencapai hasil kerja sesuai dengan yang diharapkan. Pencapaian tujuan tersebut terkait dengan adanya kepercayaan (*trust*), komitmen dan kepuasan dari pegawai sebagai bawahan terhadap pimpinan. Seorang pemimpin yang efektif akan mampu menumbuhkan elemen-elemen tersebut kepada semua pegawainya.

Badan Kepegawaian Daerah (BKD) dibentuk untuk kelancaran pelaksanaan manajemen PNS Daerah. Kelancaran urusan kepegawaian instansi seluruh kabupaten sangat tergantung dari kinerja BKD sebagai lembaga teknis daerah yang menangani masalah tersebut. Berkaitan dengan hal tersebut di atas, maka sangat penting dilakukan penelitian mengenai pengaruh kepercayaan (*trust*), komitmen dan kepuasan pegawai terhadap efektivitas pemimpin.

Berdasarkan latar belakang dan rumusan masalah, maka tujuan penelitian ini adalah untuk menganalisis pengaruh kepercayaan (*trust*), komitmen dan kepuasan pegawai terhadap efektivitas pemimpin berdasarkan persepsi pegawai di Badan Kepegawaian Daerah Kabupaten Banjar.

Penelitian ini menggunakan rancangan penelitian survey dan jenis penelitian adalah penelitian eksplanatif (*explanatory research*) yang menjelaskan hubungan kausal antara variabel bebas (*independent variable*) dan variabel terikat (*dependent variable*) melalui pengujian hipotesis. Populasi dalam penelitian ini adalah Pegawai Negeri Sipil (PNS) di Badan Kepegawaian Daerah Kabupaten Banjar yang merupakan unsur pelaksana dari Kepala Badan kepegawaian Daerah Kabupaten Banjar dengan jumlah 36 orang dan sampel yang digunakan dalam penelitian ini adalah seluruh total populasi. Analisis data menggunakan model linear berganda.

Hasil penelitian membuktikan bahwa variabel komitmen (X_2) dan kepuasan (X_3) secara simultan berpengaruh terhadap variabel efektivitas pemimpin di Badan Kepegawaian Daerah Kabupaten Banjar, hal tersebut ditunjukkan hasil uji hipotesis secara simultan yang menunjukkan tingkat signifikansi uji F 0.000 ($p < 0.05$). Pengujian hipotesis secara parsial menunjukkan variabel *trust* (X_1) tidak mempunyai pengaruh yang signifikan terhadap variabel efektivitas pemimpin dengan tingkat signifikansi variabel *trust* sebesar 0.728 ($p > 0.05$). Tingkat signifikansi variabel komitmen (X_2) sebesar 0.000 ($p < 0.05$) menunjukkan bahwa variabel komitmen mempunyai pengaruh yang signifikan terhadap efektivitas pemimpin dan variabel kepuasan (X_3) mempunyai pengaruh yang signifikan terhadap efektivitas pemimpin di Badan Kepegawaian Daerah Kabupaten Banjar, hal ini ditunjukkan dengan tingkat signifikansi variabel kepuasan sebesar 0.001 ($p < 0.05$).

Kesimpulan dari penelitian ini adalah variabel komitmen dan kepuasan berpengaruh terhadap efektivitas pemimpin di Badan Kepegawian Daerah Kabupaten Banjar, variabel *trust* tidak menunjukkan adanya pengaruh terhadap efektivitas pemimpin tersebut. Variabel yang dominan pengaruhnya terhadap efektivitas pemimpin adalah variabel komitmen. Saran yang diajukan adalah penyempurnaan penelitian bagi peneliti selanjutnya dengan melengkapi variabel-variabel independen lainnya dan pengembangan penelitian mengenai efektivitas pemimpin dalam lingkup yang lebih luas, terutama kepemimpinan kepala daerah di era otonomi daerah saat ini, kemudian untuk meningkatkan efektivitas pemimpin di Badan Kepegawian Daerah Kabupaten Banjar disarankan agar terus memperhatikan peningkatan komitmen dan kepuasan staf yang dipimpinnya



SUMMARY

Effect of Trust, Commitment and Satisfaction on Leader Effectiveness Based on Staff's Perception in Local Government Personnel Management Office of Banjar Regency

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Effectiveness is a concept of *doing the right thing*. Leader effectiveness showed by his ability of leader to lead his work unit to reach performance as suggested, it related with trust, commitment and satisfaction from staffs on leader. The effective leader should be develop that elements to all staffs. Local Government Personnel Management Office created to manage all personnel in local government. How good administration of all personnel in local government depends on performance of Local Government Personnel Management Office as technical office as a center of Banjar Regency's personnel management.

Based on the background as mentioned above, this research was aimed to identify and prove the effect of trust, commitment and satisfaction on leader effectiveness of Head of Local Government Personnel Management Office of Banjar Regency based on staff's perception; and to identify the independent variables which may have predominant effect on leader effectiveness.

This study was an explanative research, explaining causal relationship between variables by testing the hypothesis. Population in this study was all staffs in Local Government Personnel Management Office of Banjar Regency, South Kalimantan Province as many as 36 individuals were taken as samples. Instrument used in this study was questionnaire. Measurement on the variables was elaborated in question items with score ranging from 0 to 4. Variables observed were independent variables (X), i.e., trust (X_1), commitment (X_2) and satisfaction (X_3). The dependent variables was leader effectiveness. Data were analyzed using multiple linear regression model.

Result proved that all independent variables simultaneously affected leader effectiveness with significance level of 0.000 ($p < 0.05$). Results of partial test revealed that variable of commitment (X_2) have a significance level of 0.000 ($p < 0.05$) and variable of satisfaction (X_3) have a significance level of 0.001 ($p < 0.05$), indicating that variables significantly affected leader effectiveness. However, variable of trust (X_1) indicated that there was no significant effect on leader effectiveness. It showed by a significance level of 0.728 ($p > 0.05$).

Conclusion of this research is variables of commitment and satisfaction affected leader effectiveness and trust have no significant effect on leader effectiveness. The dominant variable that effected on leader effectiveness is commitment. The suggestion for next research is to reveal other variables after trust, commitment and satisfaction on leader effectiveness, and suggestion for leader of local government personnel management is to keep on variables of commitment and satisfaction to make leader effectiveness done.

ABSTRACT**Effect of Trust, Commitment and Satisfaction
on Leader Effectiveness Based on Staff's Perception
in Local Government Personnel Management Office of Banjar Regency****Ridwan Sya'rani**

The objective of this research is to analyze the effect of trust, commitment and satisfaction on leader effectiveness of Head of Local Government Personnel Management Office of Banjar Regency based on staff's perception; and to identify the independent variables which may have predominant effect on leader effectiveness.

Population in this study was all staffs in Local Government Personnel Management Office of Banjar Regency, South Kalimantan Province as many as 36 individuals were taken as samples. Instrument used in this study was questionnaire. Measurement on the variables was elaborated in question items with score ranging from 0 to 4. Variables observed were independent variables (X), i.e., trust (X_1), commitment (X_2) and satisfaction (X_3). The dependent variables was leader effectiveness. Data were analyzed using multiple linear regression model.

The finding of the research are variable of commitment (X_2) and satisfaction (X_3) simultaneously and partially affected on leader effectiveness, which is commitment as a dominant variable. However, variable of trust (X_1) have no significant effect on leader effectiveness.

Keywords : trust, commitment, satisfaction, leader effectiveness,
staff's perception .