

## DAFTAR ISI

<b>HALAMAN JUDUL .....</b>	<b>.....</b>
<b>HALAMAN PENGESAHAN .....</b>	<b>i</b>
<b>HALAMAN PERNYATAAN ORISINALITAS SKRIPSI.....</b>	<b>ii</b>
<b>KATA PENGANTAR.....</b>	<b>iii</b>
<b>ABSTRAK .....</b>	<b>iv</b>
<b>ABSTRACT.....</b>	<b>v</b>
<b>DAFTAR ISI.....</b>	<b>vi</b>
<b>DAFTAR TABEL.....</b>	<b>ix</b>
<b>DAFTAR GAMBAR.....</b>	<b>x</b>
<b>1. PENDAHULUAN .....</b>	<b>1</b>
1.1 Latar Belakang .....	1
1.2 Rumusan Masalah .....	6
1.3 Tujuan Penelitian.....	7
1.4 Manfaat Penelitian.....	7
1.5 Sistematika Penulisan Skripsi .....	8
<b>2. TINJAUAN PUSTAKA.....</b>	<b>10</b>
2.1 Landasan Teori .....	10
2.1.1 <i>Transformational leadership</i> .....	10
2.1.1.1 Pengertian <i>Transformational Leadership</i> .....	10
2.1.1.2 Dimensi <i>Transformational Leadership</i> .....	10
2.1.1.3 Indikator- Indikator <i>Transformational Leadership</i> .....	11
2.1.2 <i>Organizational Commitment</i> .....	12
2.1.2.1 Pengertian <i>Organizational Commitment</i> .....	12
2.1.2.2 Pengertian <i>Affective Organizational Commitment</i> .....	12
2.1.2.3 Aspek – Aspek <i>Affective Commitment</i> .....	13
2.1.2.4 Indikator – Indikator <i>Affective Commitment</i> .....	14
2.1.3 <i>Participative leadership</i> .....	14
2.1.3.1 Pengertian <i>Participative leadership</i> .....	14
2.1.3.2 Indikator-Indikator <i>Participative leadership</i> .....	15
2.1.4 <i>Directive Leadership</i> .....	16
2.1.4.1 Pengertian <i>Directive Leadership</i> .....	16
2.1.4.2 Indikator – Indikator <i>Directive Leadership</i> .....	16
2.2. Penelitian Sebelumnya .....	17
2.3. Hipotesis.....	19
2.3.1 Pengaruh <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> .....	19
2.3.2 Pengaruh <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> Dimoderasi oleh <i>Participative leadership</i> .....	20
2.3.3 Pengaruh <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> Dimoderasi oleh <i>Directive leadership</i> .....	21
2.4 Kerangka Berpikir .....	22

<b>3. METODOLOGI PENELITIAN .....</b>	<b>23</b>
3.1 Pendekatan Penelitian .....	23
3.2 Identifikasi Variabel.....	23
3.3 Definisi Operasional Variabel dan Pengukuran.....	24
3.3.1 <i>Transformational Leadership</i> sebagai Variabel Bebas ( <i>Independent</i> )	24
3.3.2 <i>Participative Leadership</i> sebagai Variabel Moderasi.....	25
3.3.3 <i>Directive Leadership</i> sebagai Variabel Moderasi.....	26
3.3.4 <i>Affective Commitment</i> sebagai Variabel Terikat ( <i>Dependent</i> ).....	27
3.3.5 Skala Pengukuran.....	27
3.4 Jenis dan Sumber Data.....	28
3.5 Prosedur Pengumpulan Data.....	28
3.5.1 Tehnik Penentuan Populasi dan Sampel.....	29
3.6 Teknik Analisis Data.....	30
3.6.1 Analisis <i>Partial Least Square</i> (PLS).....	30
3.6.2 Analisis <i>Outer Model</i> .....	30
3.6.3 Analisis <i>Inner Model</i> .....	31
3.6.4 Pengujian Hipotesa.....	32
<b>4. HASIL DAN PEMBAHASAN .....</b>	<b>33</b>
4.1 Gambaran Objek Penelitian .....	33
4.2 Karakteristik Responden .....	33
4.2.1 Jenis Kelamin .....	33
4.2.2 Usia .....	33
4.2.3 Pendidikan Terakhir .....	34
4.2.4 Masa Kerja .....	34
4.3 Hasil Evaluasi <i>Outer Model</i> .....	34
4.3.1 Convergent Validity .....	34
4.3.2 Discriminant Validity .....	35
4.3.3 Convergent Validity.....	35
4.3.4 Composite Reliability.....	35
4.3.5 Cronbach's Alpha .....	35
4.4 Deskripsi Hasil Penelitian.....	36
4.4.1 Deskripsi Jawaban Variabel <i>Transformational Leadership</i> .....	36
4.4.2 Deskripsi Jawaban Variabel <i>Affective Commitment</i> .....	37
4.4.3 Deskripsi Jawaban Variabel <i>Participative leadership</i> .....	37
4.4.4 Deskripsi Jawaban Variabel <i>Directive leadership</i> .....	38
4.5 Hasil Evaluasi <i>Inner Model</i> .....	38
4.5.1 Uji Path Coefficient .....	39
4.5.2 Koefisien Determinasi .....	40
4.5.3 Uji <i>Goodness-of Fit</i> .....	40
4.6 Pembahasan Hasil Penelitian .....	41
4.6.1 Pengaruh <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> .....	41
4.6.2 Pengaruh <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> dengan Variabel Moderasi <i>Participative leadership</i> .....	43
4.6.3 Pengaruh Variabel <i>Transformational leadership</i> Terhadap <i>Affective commitment</i> dengan Variabel Moderasi <i>Directive leadership</i> .....	44

<b>5. SIMPULAN DAN SARAN.....</b>	<b>45</b>
5.1 Simpulan .....	45
5.2 Saran .....	45
<b>DAFTAR PUSTAKA.....</b>	<b>46</b>
<b>LAMPIRAN.....</b>	<b>50</b>

## DAFTAR TABEL

4.1	Obyek Penelitian .....	50
4.2	Karateristik Berdasarkan Jenis Kelamin .....	50
4.3	Karakteristik Berdasarkan Usia.....	51
4.4	Karakteristik Berdasarkan Pendidikan Terakhir .....	51
4.5	Karakteristik Berdasarkan Masa Kerja .....	51
4.6	<i>Outer Loading Factor</i> .....	52
4.7	<i>Cross Loading</i> .....	53
4.8	<i>Average Variance Extracted</i> .....	54
4.9	<i>Composite Reliability</i> .....	54
4.10	<i>Cronbach's Alpha</i> .....	54
4.11	Deskripsi Jawaban Responden atas <i>Transformational leadership</i> .....	55
4.12	Deskripsi Jawaban Responden atas <i>Affective commitment</i> .....	56
4.13	Deskripsi Jawaban Responden atas <i>Participative leadership</i> .....	57
4.14	Deskripsi Jawaban Responden atas <i>Directive leadership</i> .....	57
4.15	<i>Path Coefficient</i> .....	39
4.16	Koefisien Determinasi.....	58

**DAFTAR GAMBAR**

Gambar 4.1 *Outer Model*.....58  
Gambar 4.2 *Inner Model*..... 58