

ABSTRACT

This study aims to analyze the influence of transformational leadership style of extrinsic motivation, and work discipline on organizational effectiveness of Education Department, Culture, Youth and Sports of East Seram District. With the type of descriptive quantitative research, using primary and secondary data. Population of all employees in the Department of Education, Culture, Youth and Sports District of East Seram. Non-probability sampling technique with saturated sample technique, so that found 76 samples of employees. Multiple linear regression analysis. The results showed that the variables of transformational leadership style, extrinsic motivation, and work discipline simultaneously or partially have a positive and significant influence on organizational effectiveness. Unless the work discipline variable is influential but not significant to organizational effectiveness. It is suggested that further research using other variables that are indicated to affect organizational effectiveness such as: organizational culture, achievement, compensation, competence, communication.

Keywords: transformational leadership style, extrinsic motivation, work discipline and organizational effectiveness



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh gaya kepemimpinan transformasional, motivasi ekstrinsik, dan disiplin kerja terhadap efektivitas organisasi Dinas Pendidikan, Kebudayaan, Pemuda dan Olahraga Kabupaten Seram Bagian Timur. Dengan jenis penelitian deskriptif kuantitatif, menggunakan data primer dan sekunder. Populasi seluruh pegawai di Dinas Pendidikan, Kebudayaan, Pemuda dan Olahraga Kabupaten Seram Bagian Timur. Teknik pengambilan sampel non probability dengan teknik sampel jenuh, sehingga ditemukan sampel 76 orang pegawai. Analisis penelitian regresi linear berganda. Hasil penelitian menunjukkan bahwa variabel gaya kepemimpinan transformasional, motivasi ekstrinsik, dan disiplin kerja secara simultan maupun secara parsial memiliki pengaruh positif dan signifikan terhadap efektivitas organisasi. Kecuali variabel disiplin kerja berpengaruh tapi tidak signifikan terhadap efektivitas organisasi. Disarankan agar penelitian selanjutnya menggunakan variabel lain yang diindikasikan mempengaruhi efektivitas organisasi seperti : budaya organisasi, prestasi, kompensasi, kompetensi, komunikasi.

Kata kunci : gaya kepemimpinan transformasional, motivasi ekstrinsik, disiplin kerja dan efektivitas organisasi



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