

ABSTRACT

The Impact of Transformational Leadership with Conflict Management and Readiness to Change Minimal Leader Position in the Human Resource Division

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The very rapid changes in Technology, Business and Social became a factor that greatly influenced how the Company rethought and reevaluated the Company's Strategic Planning to be able to balance the rapid changes to the results and significant profit growth for the Company. Transformational Leadership and Conflict Management is still believed to be a measurable tool for evaluating Human Values, in the face of the readiness of each member in the Company in the face of change. This study aims to determine whether there is an influence between Transformational Leadership and Conflict Management on Readiness to Change from practitioners and Human Resources professionalism, especially at the level of the Leader and above in the area of DKI Jakarta, Indonesia. Sampling was done by accidental sampling technique with the number of subjects as many as 175 people from practitioners of Human Resources in groups and online forums of Human Resources. The measuring instrument in this study is the scale of Transformational Leadership which is arranged based on the dimensions of Transformational Leadership proposed by Bass and Avolio (1995), and the scale for Conflict Management is to use the theoretical dimension of The Thomas - Kilmann Conflict Mode Instrument developed by Kenneth W. Thomas and Ralph H. Killmann (1974), while measuring the Daniel T. Holt (2007) measuring instrument, with the value of cronbah's alpha for Transformational Leadership variable of 0.950, Conflict Management of 0.707, and the Readiness to Change variable of 0.839. With the results of Variable Transformational Leadership and Conflict Management have a positive and significant effect on the Readiness to Change variable obtained from the calculated F value of 16,676. Because the F value is calculated $(16,676) > F \text{ table } (3,048)$, then H_0 is rejected. Thus it can be concluded that simultaneously there is a significant influence of Transformational Leadership and Conflict Management on Readiness to Change. Transformational Leadership and Conflict Management significantly influence the Readiness to Change effect of 16.2% on Readiness to Change. While the remaining 83.8% is a contribution of other variables besides Transformational Leadership and Conflict Management).

Keywords: Transformational Leadership, Conflict Management Skill, Readiness to Change Human Resources, Human Resources Department, and Leader -

ABSTRAK

Pengaruh Transformational Leadership dengan Conflict Management dan Readiness to Change pada posisi minimal Leader di Divisi Human Resources

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Perubahan yang sangat cepat pada Teknologi, Bisnis dan Sosial menjadi suatu faktor – faktor yang mempengaruhi secara besar terhadap bagaimana Perusahaan melakukan suatu pemikiran kembali dan mengevaluasi kembali *Strategic Planning* Perusahaan untuk dapat menyeimbangkan Perubahan pesat tersebut terhadap hasil dan pertumbuhan *profit* yang sangat signifikan bagi Perusahaan. *Transformational Leadership* dan *Conflict Management* masih dipercaya menjadi alat terukur untuk mengevaluasi *Human Values*, dalam menghadapi kesiapan dari masing-masing anggota dalam Perusahaan dalam menghadapi perubahan. Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh antara *Transformational Leadership* dan *Conflict Management* terhadap *Readiness to Change* dari para praktisi dan profesionalisme *Human Resources* terutama pada level *Leader* keatas di daerah DKI Jakarta, Indonesia. Pengambilan sampel dilakukan dengan teknik *accidental sampling* dengan jumlah subjek sebanyak 175 orang yang berasal dari para praktisi *Human Resources* dalam group dan forum *online Human Resources*. Alat ukur pada penelitian ini adalah skala *Transformational Leadership* yang disusun berdasarkan dimensi *Transformational Leadership* yang dikemukakan oleh Bass dan Avolio (1995), dan skala untuk *Conflict Management* adalah menggunakan dimensi teori The Thomas – Kilmann *Conflict Mode Instrument* yang dikembangkan oleh Kenneth W. Thomas dan Ralph H. Killmann (1974), sedangkan skala alat ukur Daniel T. Holt (2007), dengan nilai *cronbach's alpha* atas variabel *Transformasional Leadership* sebesar 0,950, *Conflict Management* sebesar 0,707, dan variabel *Readiness to Change* sebesar 0,839. Dengan hasil Variabel *Transformational Leadership* dan *Conflict Management* berpengaruh positif dan signifikan terhadap variabel *Readiness to Change* yang diperoleh dari nilai F hitung sebesar 16,676. Karena nilai F hitung (16,676) > F tabel (3,048), maka H_0 ditolak. Dengan demikian dapat disimpulkan bahwa secara simultan terdapat pengaruh yang signifikan dari *Transformasional Leadership* dan *Conflict Management* terhadap *Readiness to Change*. *Transformasional Leadership* dan *Conflict Management* berpengaruh signifikan terhadap *Readiness to Change* dimana pengaruh sebesar 16,2%. Sedangkan sisanya sebesar 83,8% merupakan kontribusi variabel lain selain *Transformasional Leadership* dan *Conflict Management*.

Kata Kunci : *Transformational Leadership, Conflict Management Skill, Readiness to Change, Human Resources, Human Resources Department, dan Leader – keatas*