

**THE DIFFERENCE TYPE OF FOLLOWERSHIP PNS IN BERAU  
(STUDY AT THE MINISTRY OF TRANSPORTATION - DIRECTORATE  
GENERAL OF AIR TRANSPORTATION, KALIMARAU CLASS I  
AIRPORT MANAGEMENT UNIT)**

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***ABSTRACT***

*The purpose of this study was to determine the followership of ASN's in Indonesia, specifically for civil servants in Berau (the study was taken at the Ministry of Transportation - Directorate General of Air Transportation, Kalimantan Class I Airport Management Unit). The sample in this study were 54 employees who were civil servants. Data collection using a questionnaire distributed in the form of a g-form link to respondents using the scale method. Research data shows that there are two (2) types of followership in civil servants in Berau, namely pragmatist followers and exemplary followers. This study also discusses the differences and effects of types of followership on aspects of education, position and work performance. Analysis of the data used is comparative data analysis called the t-test (T-test) and cross tabulation analysis. The results indicate that there are differences or effects of types of followership on the education, position, and work performance of civil servants in Berau.*

**Keywords:** *description of followership, education, position and work performance based on type of followership*

**PERBEDAAN TIPE *FOLLOWERSHIP* PNS DI BERAU  
(STUDI PADA KEMENTERIAN PERHUBUNGAN DIREKTORAT  
JENDERAL UDARA, KANTOR UNIT PENGELOLA BANDAR UDARA  
KELAS I KALIMARAU)**

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**ABSTRAK**

Tujuan penelitian ini untuk mengetahui *followership* pada ASN di Indonesia, khusus pada PNS yang ada di Berau (studi diambil pada Kementerian Perhubungan Direktorat Jenderal Udara, Kantor Unit Pengelola Bandar Udara Kelas I Kalimantan). Sampel dalam penelitian ini sebanyak 54 pegawai yang bertatus sebagai Pegawai Negeri Sipil. Pengumpulan data dengan menggunakan kuesioner yang disebar dalam bentuk *link g-form* kepada responden dengan metode skala. Data hasil penelitian menunjukkan bahwa terdapat dua (2) tipe *followership* pada PNS di Berau yaitu *pragmatist follower* dan *exemplary follower*. Dalam penelitian ini juga dibahas tentang perbedaan dan pengaruh tipe *followership* terhadap aspek pendidikan, jabatan, dan kinerja. Analisis data yang digunakan adalah analisis data komparasi yang disebut dengan uji-t (*T-test*) dan analisis tabulasi silang (*crosstab*). Hasil penelitian menunjukkan bahwa terdapat perbedaan atau pengaruh tipe *followership* terhadap pendidikan, jabatan, dan kinerja PNS di Berau.

**Kata kunci:** deskripsi *followership*, pendidikan, jabatan, dan kinerja berdasarkan tipe *followership*