

ABSTRAK

MUHAMMAD HAIDAR ALI, Pengaruh Gaya Kepemimpinan Otoriter dan Budaya Organisasi Terhadap Kinerja Karyawan dan Komitmen Organisasional Sebagai Variabel Intervening pada bagian Staff Studi PT. Lion Mentari Airlines (dibimbing oleh Ari Anggarani).

Penelitian ini bertujuan untuk mengetahui pengaruh Gaya Kepemimpinan Otoriter dan Budaya Organisasi, dengan Komitmen Organisasional sebagai variabel intervening terhadap Kinerja Karyawan di PT. Lion Mentari Airlines. Variabel dependen terdiri atas kinerja karyawan dan variabel *intervening* terdiri atas komitmen organisasional. Penelitian ini dilakukan di PT. Lion Mentari Airlines yang bergerak dibidang jasa penerbangan. Sampel yang digunakan 62 responden. Dengan teknik pengambilan sampel yaitu sampel jenuh. Metode yang digunakan dalam penelitian ini menggunakan teknik analisa analisis Jalur (*Path Analysis*).

Hasil penelitian menunjukkan bahwa Gaya Kepemimpinan Otoriter dan Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, selanjutnya gaya kepemimpinan otoriter, budaya organisasi dan komitmen organisasional berpengaruh positif dan signifikan terhadap kinerja karyawan. Untuk penelitian ini, variabel komitmen organisasional memiliki pengaruh yang lebih besar antar gaya kepemimpinan otoriter dan budaya organisasi terhadap kinerja karyawan melalui komitmen organisasional. Berdasarkan hasil penelitian ini, perusahaan harus meningkatkan komitmen karyawan terhadap perusahaan dan karyawan selalu aktif ditempat kerja agar lebih baik lagi.

Kata kunci : Gaya Kepemimpinan Otoriter, Budaya Organisasi, Kinerja Karyawan, Komitmen Organisasional

ABSTRACT

MUHAMMAD HAIDAR ALI, *The Influence of Authoritarian Leadership Style and Organizational Culture on Employee Performance and Organizational Commitment as Intervening Variable on Staff Study of PT Lion Mentari Airlines (supervised by Ari Anggarani).*

This study aims to determine the influence of Authoritarian Leadership Style and Organizational Culture, with Organizational Commitment as an intervening variable on Employee Performance at PT. Lion Mentari Airlines. The dependent variable consists of employee performance and intervening variables consisting of organizational commitment. This research was conducted at PT. Lion Mentari Airlines engaged in aviation services. The sample used 62 respondents. With sampling technique that is saturated sample. The method used in this study using Path analysis analysis technique (Path Analysis).

The result of this research shows that Authoritarian and Organizational Culture have positive and significant influence on Employee Performance, then authoritarian leadership style, organizational culture and organizational commitment have positive and significant effect on employee performance. For this study, organizational commitment variables have greater influence between authoritarian leadership styles and organizational culture on employee performance through organizational commitment. Based on the results of this study, companies should increase employee commitment to the company and employees are always active in the workplace for better.

Keywords: *Authoritarian Leadership Style, Organizational Culture, Employee Performance, Organizational Commitment*