

Pengaruh Kepemimpinan Transformasional dan Kepuasan Kerja Terhadap Komitmen Organisasional Karyawan Bank di Kota Solo

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ABSTRAK

In the current era of globalization, company competition is getting tougher. This requires companies to have advantages in order to continue to survive. The instrument used in the research is in the form of questionnaire distributed in July 2021 online through the Google Form application. A total of 30 respondents have responded to a questionnaire distributed online and then recapitulated and analyzed the data. The main topic discussed in this study is the influence of transformational leadership, and job satisfaction, on the commitment of organizational of the BRI Branch Office Surakarta City employees. Leadership has a positive and significant effect on organizational commitment of employees at Bank Rakyat Indonesia Surakarta Branch office with indicators of cinematic roles, individual attention, motivational inspiration, and intellectual aspiration. Job satisfaction has a positive and significant effect on organizational commitment of employees at Bank Rakyat Indonesia Surakarta Branch Office with indicators, salary, career opportunities, and working conditions. The results of statistical tests show that together the variables of leadership and job satisfaction have a positive and significant effect on organizational commitment.

Keywords ; Organizational Commitment, Transformational Leadership, Job satisfaction