

PENGARUH BUDAYA ORGANISASI DAN *SERVANT LEADERSHIP* TERHADAP KOMITMEN ORGANISASIONAL PADA SATUAN KARYA PRAMUKA DIRGANTARA LANUD HUSEIN SASTRANEGARA
ANGKATAN XX

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran budaya organisasi, *servant leadership* dan komitmen organisasi serta pengaruhnya baik secara parsial ataupun simultan. Metode dalam penelitian ini menggunakan deskriptif, verifikatif dan kuantitatif dengan jumlah populasi 40 dan sampel 40 dengan menggunakan teknik sampel jenuh atau *Non probability sampling*. Berdasarkan hasil penyebaran kuesioner diperoleh bahwa budaya organisasi berada pada kategori baik, *servant leadership* dan komitmen organisasi masuk kedalam kategori baik. Berdasarkan hasil uji determinasi budaya organisasi berpengaruh sebesar 53,3% terhadap komitmen organisasi, *servant leadership* berpengaruh sebesar 87,4% terhadap komitmen organisasi, kemudian variabel budaya organisasi dan *servant leadership* berpengaruh sebesar 93,3% terhadap komitmen organisasi. Hasil penelitian berdasarkan uji t atau secara parsial budaya organisasi berpengaruh positif signifikan terhadap komitmen organisasi karena $t\text{-hitung} > t\text{-tabel}$ ($5,675 > 1,687$), *servant leadership* berpengaruh positif signifikan terhadap komitmen organisasi karena $t\text{-hitung} > t\text{-tabel}$ ($14,463 > 1,687$). Berdasarkan uji F bahwa budaya organisasi dan *servant leadership* berpengaruh positif signifikan terhadap komitmen organisasi karena $F\text{-hitung} 256,775 > F\text{-tabel} 2,86$.

Kata Kunci : Budaya Organisasi, *Servant Leadership* dan Komitmen Organisasi

**THE ORGANIZATIONAL CULTURE AND SERVANT
LEADERSHIP ON ORGANIZATIONAL COMMITMENT OF
SATUAN KARYA PRAMUKA DIRGANTARA LANUD
HUSEIN SASTRANEGARA**

ABSTRACT

This study aims to determine the description of organizational culture, servant leadership and organizational commitment and their influence either partially or simultaneously. The method in this study uses descriptive, verification and quantitative with a population of 40 and a sample of 40 using a saturated sample technique or non-probability sampling. Based on the results of distributing the questionnaires, it was found that organizational culture was in the good category, servant leadership and organizational commitment were in the good category. Based on the results of the determination test, organizational culture has an effect of 53.3% on organizational commitment, servant leadership has an effect of 87.4% on organizational commitment, then the variables of organizational culture and servant leadership have an effect of 93.3% on organizational commitment. The results of the study are based on the t test or partially organizational culture has a significant positive effect on organizational commitment because $t\text{-count} > t\text{-table}$ ($5.675 > 1.687$), servant leadership has a significant positive effect on organizational commitment because $t\text{-count} > t\text{-table}$ ($14.463 > 1.687$). Based on the F test that organizational culture and servant leadership have a significant positive effect on organizational commitment because $F\text{-count} 256.775 > F\text{-table} 2.86$.

Keywords: Organizational Culture, Servant Leadership and Organizational Commitment