

# **Pengaruh Budaya Organisasi, Gaya Kepemimpinan Dan Komitmen Organisasi Terhadap Efektivitas Kerja Karyawan Stimar “AMI” Jakarta**

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## **Abstrak**

Penelitian ini dilakukan untuk mempelajari pengaruh budaya organisasi, gaya kepemimpinan dan komitmen organisasi terhadap efektivitas kerja. Pendekatan penelitian adalah kuantitatif dan metode analisisnya menggunakan regresi linier berganda. Tempat penelitian adalah Sekolah Tinggi Ilmu Maritim “AMI” (STIMar “AMI”) Jakarta dan cara pengambilan data melalui survei dengan kuesioner menggunakan sampel jenuh 46 karyawan. Hasil penelitian menunjukkan bahwa : (1) Budaya organisasi berpengaruh langsung terhadap efektivitas kerja, (2) Gaya kepemimpinan berpengaruh langsung terhadap efektivitas kerja, dan (3) Komitmen organisasi berpengaruh langsung terhadap efektivitas kerja. Berdasarkan temuan ini dapat disimpulkan bahwa untuk meningkatkan efektivitas kerja dapat dilakukan dengan memperkuat budaya organisasi, gaya kepemimpinan dan komitmen organisasi. Dari hasil penelitian ditemukan juga pengaruh langsung budaya organisasi dan gaya kepemimpinan terhadap komitmen organisasi tidak didukung data empiris dalam penelitian ini.

**Kata kunci:** Budaya Organisasi, Gaya Kepemimpinan, Komitmen Organisasi,  
Efektivitas

***The Effect Of Organizational Culture, Leadership Style And Organizational Commitment On The Employee Work-Effectiveness Of Stimar “AMI” Jakarta***

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***Abstract***

*This study was conducted to find out the effect of organizational culture, leadership style and organizational commitment on the employee work-effectiveness. The research approach is quantitative and the analysis method used is multiple regression analysis. The research was conducted at STIMar “AMI” Jakarta using survey with the saturated samples of 46 employees. The research findings show: (1) organizational culture has positively and significantly affected the employee work-effectiveness; (2) leadership style has positively and significantly affected the employee work-effectiveness; (3) organizational commitment has positively and significantly affected the employee work-effectiveness. Based on these findings, it can be concluded that enhancing the employee work-effectiveness can be done through strengthening organizational culture, leadership style and organizational commitment. It was also obtained that organizational commitment were not significantly influenced by organizational culture and leadership style, which implied that the direct effect of organizational culture and leadership style on the organizational commitment was not supported by empirical data in this research.*

**Keywords:** *organizational culture, leadership style, organizational commitment, work-effectiveness*