METHOD APPROACH USING STRUCTURAL EQUATION MODELLING (SEM) TO ANALYZE EMPLOYEES PERCEPTION TO LEADERSHIP STYLES IN MANUFACTURING INDUSTRY (CASE STUDY IN PT. FERRO SIDOARJO)

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ABSTRACT

In the manufacturing industry that currently in competitive situation, the company is required to do a lot of innovation and continuous improvement in order to make company growth. In this case, the issue of leadership plays a very important role in the company because the selection of the appropriate leadership style will make positive impact for the company.

This study uses statistical analysis of the Structural Equation Modelling (SEM), which aims to determine how much influence each variable: task behavior, relationship behavior, and the level of readiness of employees to the style of leadership and to select the appropriate situational leadership style to the situation and condition of PT. Ferro Sidoarjo.

Results showed that task behavior has a positive impact but not significant on leadership styles, relationship behaviors have a negative impact on leadership style and not significant, and the level of readiness of employees has a positive and significant impact on leadership styles. The most influential indicator for task behavior is the translation of the target company, for relationship behavior is leadership support, and for the level of readiness of employees is employee knowledge. While for the style of leadership is delegating leadership style.

Keywords: leadership style, task behavior, relationship behavior, level of employee readiness, Structural Equation Modeling (SEM).
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