ANALYZING THE EFFECT OF LEADERSHIP, COMMITMENT AND ORGANIZATION CULTURE ON PERFORMANCE (CASE STUDY AT CIPTA KARYA’S PROJECT TEAMS IN EAST JAVA PROVINCE)

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ABSTRACT

Public sector performance is generally accepted to be a more complex concept than private sector because there is no single dominant dimension of performance is as paramount in the public sector, and different stakeholders may have widely different interpretations of success and failure. Cipta Karya, one of the public institution that has a vision to realize habitable urban and rural settlements, in 2013 did not accomplish its performance perfectly. In the last semester of 2013, data shows that many Project Teams in East Java Province did not accomplish their work according to financial and physical plans. To increase their performance it was necessary to use Human Resource orientation such as leadership, commitment, and organization culture. Therefore, this research aims to study the effect of leadership, commitment, and organization culture on performance at Cipta Karya’s Project Teams in East Java Province.

This research conduct questionnaire surveys with 2 parts such as respondent’s data and main questions. Respondent was asked their consent about leadership, commitment, organization culture, and performance variables. The respondent of this research were decision makers mentioned in SK Project Team 2014 from 5 Cipta Karya’s Project Teams in East Java Province. The data obtained were analyzed by using Structural Equation Modelling Partial Least Squares (SEM-PLS).

The results shows that leadership dimensions (transformational and transactional) significantly effects performance, but all dimensions of commitment (affective, continual, normative) and organization culture (clan, adhocracy, market, hierarchy) did not significantly effect performance at Cipta Karya’s Project Teams in East Java Province.

Keywords : Leadership, Commitment, Organization Culture, Performance, Public Sector.