

ABSTRACT

*Darmayenti, 2017422031, Postgraduate Masters in Management, 2019,
Effects of leadership, work environment and interpersonal communication on
organizational commitment of the Pasaman Barat Regional Secretariat, under the
guidance of Mr. Prof. Dr. Isumuhadjar, SE, MM and Dr. Ibuk Ir. Zefri Yenni, MM*

This study aims to determine how much influence the leadership, work environment, interpersonal communication, together and partially on organizational commitment. The research variables are leadership (X1), work environment (X2), interpersonal communication (X3), and organizational commitment (Y). The method of collecting data through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.

From the regression analysis results obtained equation $Y = 10,108 + 0,308 X1 + 0,472 X2 + 0,125 X3$, then based on the partial test (t test) obtained: (a) leadership has a positive and significant effect on organizational commitment. (b) the work environment has a positive and significant effect on organizational commitment. (c) interpersonal communication has a positive and significant effect on organizational commitment. Then based on the joint hypothesis test (Test F) it can be seen that leadership, work environment, and interpersonal communication have a positive and significant effect on organizational commitment. And based on the coefficient of determination (R^2) test that is equal to 0.737 or 73.7%, this shows that the large percentage of the contribution of leadership variables, work environment, and interpersonal communication to organizational commitment variables shows the influence and the rest is influenced by other variables.

Finally, the authors suggest that the Regional Secretariat of West Pasaman Regency can pay attention and improve in terms of leadership, work environment, and interpersonal communication towards organizational commitment in order to increase organizational commitment

Keywords: *Leadership, Work environment, Interpersonal communication, and organizational commitment*

ABSTRAK

Darmayenti, 2017422031, Pascasarjana Magister Manajemen, Tahun 2019, Pengaruh kepemimpinan, lingkungan kerja dan komunikasi interpersonal terhadap komitmen organisasional Sekretariat Daerah Kabupaten Pasaman Barat, di bawah bimbingan bapak Prof. Dr. Isumuhadjar, SE, MM dan Ibuk Dr. Ir. Zefri Yenni, MM

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kepemimpinan, Lingkungan kerja, Komunikasi interpersonal, secara bersama-sama dan parsial terhadap komitmen organisasional. Variabel penelitian yaitu kepemimpinan (X_1), lingkungan kerja (X_2), komunikasi interpersonal (X_3), dan komitmen organisasional (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Dari hasil analisis regresi didapat persamaan $Y = 10.108 + 0,308 X_1 + 0,472 X_2 + 0,125 X_3$, maka berdasarkan uji parsial (Uji t) diperoleh: (a) kepemimpinan berpengaruh positif dan signifikan terhadap komitmen organisasional. (b) lingkungan kerja berpengaruh positif dan signifikan terhadap komitmen organisasional. (c) komunikasi interpersonal berpengaruh positif dan signifikan terhadap komitmen organisasional. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa kepemimpinan, lingkungan kerja, dan komunikasi interpersonal berpengaruh positif dan signifikan terhadap komitmen organisasional. Dan berdasarkan uji koefisien Determinasi (R^2) yakni sebesar 0,737 atau 73,7%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel kepemimpinan, lingkungan kerja, dan komunikasi interpersonal terhadap variabel komitmen organisasional menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pihak Sekretariat Daerah Kabupaten Pasaman Barat dapat memperhatikan dan meningkatkan dalam hal kepemimpinan, lingkungan kerja, dan komunikasi interpersonal terhadap Komitmen organisasional agar dapat meningkatkan Komitmen organisasional

Kata Kunci : Kepemimpinan, Lingkungan kerja, Komunikasi interpersonal, dan Komitmen organisasional