

ABSTRAK

Penelitian ini bertujuan untuk mengetahui *servant leadership*, komitmen organisasi dan kinerja anggota pada Departemen Olahraga Universitas Widyatama Bandung serta untuk mengetahui seberapa besar pengaruh *servant leadership* dan komitmen organisasi terhadap kinerja anggota terhadap kinerja anggota pada Departemen Olahraga Universitas Widyatama Bandung. Tercapainya target organisasi dapat dipengaruhi oleh gaya kepemimpinan yang diterapkan dalam sebuah organisasi karena keberhasilan anggota memiliki ketergantungan dengan gaya kepemimpinan yang diterapkan oleh pemimpin dalam organisasi. Salah satu tipe gaya kepemimpinan yang diterapkan oleh Presiden Mahasiswa Universitas Widyatama, yaitu tipe gaya kepemimpinan *servant leadership*. Selain faktor *servant leadership*, komitmen organisasi diyakini berdampak terhadap kinerja anggota atau prestasi para anggota organisasi terutama anggota UKM basket, bulutangkis dan sepakbola Universitas Widyatama. Komitmen harus dimiliki oleh setiap anggota karena dengan adanya komitmen maka pimpinan dan anggota akan bekerjasama dalam mencapai tujuan organisasi. *Servant leadership* dan komitmen organisasi diyakini memiliki dampak terhadap penurunan prestasi para anggota UKM basket, bulutangkis dan sepakbola dan yang menjadi penyebab merosotnya prestasi ketiga UKM tersebut. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif. Sampel yang digunakan pada penelitian ini yaitu seluruh anggota UKM basket, bulutangkis dan sepakbola Universitas Widyatama. Pengolahan data dilakukan dengan menggunakan Uji F, regresi linear berganda, analisis koefisien korelasi, analisis koefisien determinasi dan pengujian hipotesis. Berdasarkan hasil penelitian dapat disimpulkan bahwa terdapat pengaruh signifikan dan positif antara *servant leadership* terhadap kinerja anggota pada Departemen Olahraga Universitas Widyatama Bandung serta terdapat pengaruh signifikan dan positif antara komitmen organisasi terhadap kinerja anggota pada Departemen Olahraga Universitas Widyatama Bandung.

Kata Kunci: *Servant Leadership*, Komitmen Organisasi dan Kinerja Anggota.

ABSTRACT

This research aims to determine servant leadership, member commitment, and member performance at the Department of Sports, Widyatama University Bandung, and to find out how much influence servant leadership and member commitment to member performance on member performance at the Department of Sports, Widyatama University, Bandung. The achievement of organizational targets can be influenced by the leadership style applied in an organization because the success of members has a dependency on the leadership style applied by leaders in the organization. One type of leadership style that is applied by the President of Widyatama University Students, namely the type of leadership style servant leadership. In addition to servant leadership factors, member commitment is believed to have an impact on the performance of members or achievements of members of the organization, especially members of the basketball, badminton and football UKM of Widyatama University. The commitment must be owned by each member because with the commitment the leader and members will work together in achieving organizational goals. Servant leadership and organizational commitment are believed to have an impact on the decline in the achievements of members of UKM basketball, badminton and football and which is the cause of the decline in the achievement of the three UKM. The research method used is descriptive and verification methods. The sample used in this study were all members of basketball, badminton and football UKM Widyatama University. Data processing is performed using the F test, multiple linear regression, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. Based on the results of the study it can be concluded that there is a significant and positive influence between servant leadership on the performance of members at the Department of Sports, University of Widyatama Bandung and there is a significant and positive effect on the commitment of members to member performance at the Department of Sports, Widyatama University, Bandung.

Keywords: Servant Leadership, Organizational Commitment and Member Performance.