

ANALISIS GAYA KEPEMIMPINAN DI PT. NIKKATSU ELECTRIC WORKS BANDUNG

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ABSTRAK

Permasalahan perekonomian global yang terus berlanjut memerlukan forum resmi untuk mencapai kesepakatan dan solusi, karena kepemimpinan yang baik dapat menciptakan hubungan sinergis antara atasan dan bawahan. Penelitian ini bertujuan untuk menganalisis gaya kepemimpinan yang diterapkan di PT. Nikkatsu Electric Works Bandung dan mengidentifikasi faktor-faktor yang mempengaruhi efektivitas gaya kepemimpinan tersebut. Metode penelitian yang digunakan adalah pendekatan deskriptif dengan metode kuantitatif, di mana data dikumpulkan melalui kuesioner yang disebarkan kepada 53 karyawan Departemen Transformer. Hasil penelitian menunjukkan bahwa gaya kepemimpinan di PT. Nikkatsu Electric Works Bandung secara keseluruhan termasuk dalam kategori "cukup" dengan nilai rata-rata 3,39. Aspek keadilan dan profesionalisme pimpinan serta kemampuan mengontrol emosi mendapatkan skor tertinggi, masing-masing 3,42 dan 3,43. Dorongan pimpinan terhadap bawahan dan kesadaran terhadap perasaan bawahan masih perlu ditingkatkan. Gaya kepemimpinan demokratis dan paternalistik dinilai paling sesuai dengan karakteristik kepemimpinan di perusahaan ini. Faktor-faktor utama yang mempengaruhi efektivitas gaya kepemimpinan meliputi kemampuan memberikan pilihan alternatif, keadilan dalam pelayanan, sensitivitas terhadap perasaan bawahan, dan kontrol emosi. Penelitian ini menyimpulkan bahwa peningkatan kualitas kepemimpinan dapat berdampak positif pada produktivitas dan kualitas produk yang dihasilkan oleh perusahaan.

Kata Kunci : kepemimpinan; demokratis; paternalistik; karyawan

ANALYSIS OF LEADERSHIP STYLES AT PT. NIKKATSU ELECTRIC WORKS BANDUNG

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ABSTRACT

The ongoing global economic challenges necessitate an official forum to reach agreements and solutions, as effective leadership can foster synergistic relationships between superiors and subordinates. This research aims to analyze the leadership styles applied at PT. Nikkatsu Electric Works Bandung and identify the factors influencing the effectiveness of these leadership styles. The research method employed is a descriptive approach with a quantitative method, where data were collected through questionnaires distributed to 53 employees in the Transformer Department. The findings indicate that the leadership style at PT. Nikkatsu Electric Works Bandung overall falls into the "moderate" category with an average score of 3.39. The aspects of fairness and professionalism of leadership, as well as emotional control ability, scored highest at 3.42 and 3.43 respectively. Leadership encouragement towards subordinates and awareness of subordinates' feelings still need improvement. Democratic and paternalistic leadership styles are deemed most suitable for the company's leadership characteristics. Key factors influencing the effectiveness of leadership styles include the ability to provide alternative choices, fairness in treatment, sensitivity to subordinates' feelings, and emotional control. The study concludes that enhancing leadership quality can positively impact productivity and the quality of products produced by the company.

Keywords: leadership; democratic; paternalistic; employees