

ABSTRAK

Penelitian ini bertujuan untuk: (1) Mengetahui pengaruh budaya organisasi terhadap komitmen organisasipadakaryawan di Yayasan PondokPesantrenAl-Kahfi, (2) Mengetahui pengaruh gaya kepemimpinan karismatikterhadapkomitmen organisasipada karyawandiYayasanPondokPesantrenAl-Kahfi, (3) Mengetahuipengaruhbudayaorganisasidangaya kepemimpinan terhadapkomitmen organisasi padakaryawanYayasanPondokPesantren Al-Kahfi secara simultan. Jenis penelitian ini adalah penelitian kuantitatif. Subjek pada penelitin ini sebanyak 54 respondenpadakaryawan Yayasan PondokPesantrenAl-kahfi. Teknik pengumpulan data pada penelitian ini menggunakan kuesioner. Berdasarkan hasil penelitian menunjukkan bahwa karakteristik budaya organisasi memiliki pengaruh secara parsial terhadap komitmen organisasi karyawan yayasan pondok pesantren Al-Kahfi bangkalan madura dengan nilai signifikannya $0,000 < 0,050$ dan gaya kepemimpinan karismatik juga berpengaruh secara parsial terhadap komitmen organisasi yayasan pondok pesantren Al-Kahfi Bangkalan Madura dengan nilai signifikannya $0,000 < 0,050$ sedangkan budaya organisasi dan gaya kepemimpinan karismatik terhadap komitmen organisasi karyawan yayasan pondok pesantren Al-Kahfi bangkalan madura memiliki nilai signifikan $0,000 < 0,050$ yang artinya berpengaruh secara simultan.

Kata Kunci: Budaya Organisasi, Gaya Kepemimpinan Karismatik, Komitmen Organisasi

ABSTRACT

This study aims to: (1) Determine the influence of organizational culture on organizational commitment to employees at the Al-Kahfi Islamic Boarding School Foundation, (2) Knowing the influence of charismatic leadership styles on organizational commitment to employees at the Al-Kahfi Islamic Boarding School Foundation, (3) Knowing the influence of organizational culture and leadership style on organizational commitment to employees of the Al-Kahfi Islamic Boarding School Foundation simultaneously. This type of research is quantitative research. Subjects in this study were 54 respondents to the employees of the Al-Kahfi Islamic Boarding School Foundation. The data collection technique in this study used a questionnaire. Based on the results of the study, it shows that the characteristics of organizational culture have a partial influence on the organizational commitment of the employees of the Al-Kahfi Bangkalan Madura Islamic boarding school with a significant value of $0.000 < 0.050$ and the charismatic leadership style also has a partial effect on the organizational commitment of the Al-Kahfi Bangkalan Madura Islamic boarding school foundation. The significant value is $0.000 < 0.050$, while the organizational culture and charismatic leadership style on the organizational commitment of the employees of the Al-Kahfi Bangkalan Madura Islamic boarding school foundation has a significant value of $0.000 < 0.050$ which means that it is simultaneously influential.

Keywords: Organizational Culture, Charismatic Leadership Style, Organizational Commitment