

# **PENGARUH KEPEMIMPINAN PARTISIPATIF DAN KOMITMEN ORGANISASI TERHADAP EFEKTIFITAS IMPLEMENTASI RENCANA STRATEGIK PADA MADRASAH ALIYAH DI KABUPATEN SUKABUMI JAWA BARAT**

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## **ABSTRAK**

Madrasah harus memiliki sebuah rencana strategik (renstra) yang mapan, yang didasarkan pada analisis situasi internal dan eksternal, yang dapat mereposisi setiap unsur diluar organisasi yang berpengaruh terhadap implementasinya seperti kepemimpinan partisipatif, struktur, budaya, kekuasaan dan kewenangan, komitmen organisasi, komunikasi, fasilitas, teknologi dan sistem informasi. Permasalahan yang ingin di jawab meliputi : Bagaimana implementasi renstra di madrasah, bagaimana peran kepemimpinan partisipatif dalam implementasi renstra di madrasah, bagaimana dukungan komitmen organisasi terhadap implementasi renstra di madrasah, seberapa besar pengaruh kepemimpinan partisipatif terhadap implementasi renstra, seberapa besar pengaruh komitmen organisasi terhadap implementasi renstra, secara simultan, seberapa besar pengaruh kepemimpinan partisipatif dan komitmen organisasi terhadap implementasi renstra di Madrasah Aliyah di Kabupaten Sukabumi.

Penelitian menggunakan pendekatan deskriptif kuantitatif dengan instrumen berupa kuesioner/angket. Populasi berjumlah 97 Madrasah Aliyah yang dikelompokkan kedalam 4 Kelompok Kerja Madrasah (KKM) dengan teknik *proportional random sampling* dan diperoleh jumlah sampel sebanyak 32 Madrasah Aliyah.

Hasil penelitian ini menunjukkan bahwa kepemimpinan partisipatif berada pada kategori sangat tinggi, komitmen organisasi berada pada kategori sangat tinggi, efektifitas implementasi renstra berada pada kategori sangat tinggi, kepemimpinan partisipatif berpengaruh terhadap efektifitas implementasi renstra, komitmen organisasi berpengaruh terhadap efektifitas implementasi renstra, dan kepemimpinan partisipatif dan komitmen organisasi secara simultan berpengaruh terhadap efektifitas implementasi renstra.

Kesimpulannya bahwa kepemimpinan partisipatif sudah muncul dan berkategori sangat tinggi, komitmen organisasi sudah muncul dan berkategori sangat tinggi, kepemimpinan partisipatif dan komitmen organisasi sudah muncul dan berkategori sangat tinggi, kepemimpinan partisipatif berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra, Komitmen organisasi berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra, Kepemimpinan partisipatif dan komitmen organisasi secara bersama-sama berpengaruh positif, sangat kuat dan signifikan terhadap efektifitas implementasi renstra.

Rekomendasi yang dapat diberikan adalah kepada seluruh stakeholder madrasah untuk dapat menjalankan *role of model*, meningkatkan *pay attention*, berpartisipasi aktif dalam organisasi profesi, dan lain-lain.

Kata Kunci : manajemen strategik, rencana strategik, implementasi, kepemimpinan, kepemimpinan partisipatif, komitmen organisasi.

# **THE INFLUENCE OF PARTICIPATIVE LEADERSHIP AND ORGANIZATIONAL COMMITMENT TO THE EFFECTIVITY OF STRATEGIC PLAN IMPLEMENTATION IN DISTRICT SUKABUMI WEST JAVA**

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## **ABSTRACT**

Islamic schools (Madrasah) should have a good-quality strategic plan. The strategic plan underlined by internal and external environment analysis is able to transform every external variable that influences the implementation. Those variables are such as participative leadership, structure, culture, authority, organizational commitment, communication, facility, technology, and information system. Therefore, this study was aimed to answer: How strategic plan was implemented at Islamic schools; How participative leadership was performed within strategic plan implementation at Islamic schools; How organizational commitment supported strategic plan implementation at Islamic schools; What the influence of participative leadership to strategic plan implementation was; What the influence of organizational commitment to strategic plan implementation was; Simultaneously, what the influence of participative leadership and organizational commitment to strategic plan implementation was.

This study employed descriptive quantitative approach with a questionnaire as its instrument. The population of this study was all Islamic schools (97 Madrasah Aliyah) in District Sukabumi that were classified into four groups of madrasah (Kelompok Kerja Madrasah). The sample of this study was 32 Madrasah Aliyah as a result from the proportional random sampling.

The findings revealed that: the category of participative leadership was very good; the category of organizational commitment was very good; the category of effectivity of strategic plan implementation was very good; participative leadership influenced the effectivity of strategic plan implementation; organizational commitment influenced the effectivity of strategic plan implementation; participative leadership and organizational commitment influenced the effectivity of strategic plan implementation.

It can be concluded therefore that: participative leadership has emerged and very high category, organizational commitment has appeared and very high category, participative leadership and organizational commitment has appeared and very high category, participative leadership had a positive and significant influence to the effectivity strategic plan implementation strongly; organizational commitment had a positive and significant influence to the effectivity of strategic plan implementation strongly; simultaneously, participative leadership and organizational commitment had a positive and significant influence to the effectivity of strategic plan strongly.

It was therefore recommended that stakeholders should develop the role of models, increasing pay attention, actively participate in professional organizations, etc.

Keywords : strategic management, strategic plan, implementation, leadership, partisipative leadership, organizational commitment.

**Raden Andriani Lestari, 2014**

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