

ABSTRAK

MODEL KINERJA ORGANISASI PADA INDUSTRI MANUFAKTUR STRATEGIS NASIONAL (Studi Persepsional pada Pimpinan BUMNIS di Jawa Barat)

Djoko Pitoyo
NIM. 1202192

Peran industri manufaktur nasional sangat strategis bagi bangsa Indonesia karena memberikan kontribusi yang besar terhadap PDB. Namun, saat ini perkembangan dan pertumbuhan kinerja organisasi industri tersebut sangat fluktuatif dan cenderung menurun, sehingga perlu dilakukan penelitian untuk mengetahui dan menganalisis pengaruh kepemimpinan, budaya organisasi, dan karakteristik pekerjaan terhadap pemberdayaan karyawan serta implikasinya pada kinerja organisasi pada Industri Manufaktur Strategis Nasional di Jawa Barat. Penelitian ini menggunakan metode survey, pendekatan kuantitatif, dengan desain penelitian deskriptif-verifikatif. Penelitian ini dilakukan pada lima industri manufaktur strategis nasional yang berlokasi di Jawa Barat, yaitu PT DI, PT Pindad, PT INTI, PT LEN, dan PT Dahana sebagai unit analisis. Sumber data populasi sebanyak 950 pimpinan perusahaan setara *lower manager* dengan sampel sebanyak 274 pimpinan unit-unit organisasi. Data dikumpulkan menggunakan kuesioner yang disebar kepada pimpinan. Pengolahan data menggunakan analisis statistika deskriptif, analisis SEM, dan analisis kuadran. Hasil penelitian menunjukkan bahwa aspek kepemimpinan, budaya organisasi, karakteristik pekerjaan, pemberdayaan karyawan, dan kinerja organisasi pada Industri Manufaktur Strategis Nasional di Jawa Barat masih pada kategori cukup, yang berarti belum berada dalam kondisi ideal yang diharapkan. Dari pengujian hipotesis diperoleh hasil bahwa kepemimpinan, budaya organisasi, dan karakteristik pekerjaan memiliki pengaruh positif terhadap pemberdayaan karyawan, demikian juga bahwa kepemimpinan, budaya organisasi, dan karakteristik pekerjaan memiliki pengaruh positif terhadap kinerja organisasi baik secara langsung maupun melalui pemberdayaan karyawan. Pemberdayaan karyawan dapat memperkuat pencapaian kinerja organisasi. *Novelty* dalam penelitian ini adalah memotret lima variabel dalam suatu kesatuan. Penelitian ini juga menekankan *novelty* pada aspek pemberdayaan karyawan sebagai variabel intervening yang dapat memperkuat pencapaian kinerja organisasi, khususnya di organisasi perusahaan industri.

Kata kunci: budaya organisasi, Industri Manufaktur Strategis Nasional di Jawa Barat, karakteristik pekerjaan, kepemimpinan, kinerja organisasi, pemberdayaan karyawan

ABSTRACT**MODEL OF ORGANIZATIONAL PERFORMANCE AT THE NATIONAL
STRATEGIC MANUFACTURING INDUSTRY
(Perceptual Study on BUMNIS Leaders in West Java)****Djoko Pitoyo
NIM. 1202192**

The role of national manufacturing industry is very strategic for Indonesia because of its great contribution to GDP. However, these developments and growth of the organizational performance are very volatile and tend to decline. The purpose of this study is to know and analyze the influence of leadership, organizational culture, and job characteristics on employee empowerment and the implications on organizational performance in the National Strategic Manufacturing Industry in West Java. This research was conducted by using survey method with quantitative approach, and the descriptive-verification design. The research was conducted on five national strategic manufacturing companies located in West Java, namely PT DI, PT Pindad, PT INTI, PT LEN, and PT Dahana as units of analysis, with a data source of population of 950 leaders equivalent to lower managers and a sample of 274 leaders. Data were obtained from survey through questionnaires distributed to the leaders. Data were processed using descriptive statistical analysis, SEM analysis, and quadrant analysis. The results show that leadership, organizational culture, job characteristics, employee empowerment, and organizational performance in the National Strategic Manufacturing Industry in West Java are still in adequate category, which means not yet in the ideal category. It is found that leadership, organizational culture, and job characteristics have a positive influence on employee empowerment, and that leadership, organizational culture, and job characteristics have a positive and influence on organizational performance directly or through employee empowerment. Employee empowerment can strengthen the achievement of organizational performance. Novelty in this study is photographing five variables in a single entity. This study also emphasizes novelty in the aspect of employee empowerment as an intervening variable that can strengthen the achievement of organizational performance, especially in industrial corporate organization.

Keywords: employees empowerment, job characteristics, leadership, National Strategic Manufacturing Industry, organizational culture, organizational performance