

ABSTRAK

Fahmi Fadlillah Syaiful. 2021. Pengaruh Kompensasi Finansial, Prasarana dan Gaya Kepemimpinan Profetik Terhadap Komitmen Organisasi (Studi pada karyawan Pondok Pesantren Nurul Cholik Bangkalan), di bawah bimbingan DR. RM. Moch. Wispandono, S.E., M.S dan Dr. H. Pribanus Wantara, Drs., MM

Penelitian ini dilatarbelakangi oleh rendahnya kompensasi finansial yang tidak seimbang dengan komitmen organisasi, minimnya prasarana yang tidak seimbang dengan tingkat komitmen organisasi dan seberapa pengaruh gaya kepemimpinan profetik terhadap komitmen organisasi yang terjadi pada organisasi Pondok Pesantren Nurul Cholik Bangkalan. Penelitian ini bertujuan untuk mengetahui pengaruh (1) Kompensasi finansial terhadap komitmen organisasi, (2) Prasarana terhadap komitmen organisasi, (3) Gaya kepemimpinan profetik terhadap komitmen organisasi (4) kompensasi finansial, prasarana, dan gaya kepemimpinan profetik secara bersamaan (simultan) terhadap komitmen organisasi, (5) Gaya kepemimpinan profetik dominan terhadap komitmen organisasi. Data yang digunakan sebagai sampel pada penelitian ini adalah hasil pengamatan dan kuesioner menggunakan metode *random sampling*. Pengungkapan nilai kuesioner menggunakan skala *Likert 1-5*. Metode analisis dalam penelitian ini menggunakan analisis uji t, uji f dan regresi linear berganda. Hasil dari penelitian ini menunjukkan (1) Kompensasi finansial berpengaruh positif namun tidak signifikan terhadap komitmen organisasi. (2) Prasarana berpengaruh positif namun tidak signifikan terhadap komitmen organisasi. (3) Gaya kepemimpinan profetik berpengaruh positif dan signifikan terhadap komitmen organisasi. (4) Kompensasi finansial, prasarana, dan gaya kepemimpinan profetik secara bersamaan berpengaruh positif dan signifikan terhadap komitmen organisasi. (5) Gaya kepemimpinan profetik adalah variabel dominan diantara ketiga variabel yang berpengaruh terhadap komitmen organisasi.

Kata Kunci : Kompensasi Finansial, Prasarana, Gaya Kepemimpinan Profetik, Komitmen Organisasi.

ABSTRACT

Fahmi Fadlillah Syaiful. 2021. *The Influence of Financial Compensation, Infrastructure and Prophetic Leadership Style on Organizational Commitment (Study on Pondok Pesantren Nurul Cholil Bangkalan employees)*, under the guidance of DR. RM. Moch. Wispandono, SE, MS and Dr. H. Pribanus Wantara, Drs., MM.

This research was motivated by the low financial compensation that is not balanced with organizational commitment, the lack of infrastructure that is not balanced with the level of organizational commitment and how much influence the prophetic leadership style has on organizational commitment that occurs in the organization of Pondok Pesantren Nurul Cholil Bangkalan. This study aims to determine the effect of (1) financial compensation on organizational commitment, (2) infrastructure on organizational commitment, (3) prophetic leadership style on organizational commitment (4) financial compensation, infrastructure, and prophetic leadership style simultaneously on organizational commitment, (5) Prophetic leadership style is dominant to organizational commitment. The data used as a sample in this study is the result of observations and questionnaires using random sampling method. Disclosure of the value of the questionnaire using a Likert scale of 1-5. The analytical method in this study uses t-test analysis, f-test and multiple linear regression. The results of the study found that (1) Financial compensation have positive effect but doesn't significant on organizational commitment. (2) Infrastructure have positive effect but doesn't significant on organizational commitment. (3) The prophetic leadership style has a positive and significant effect on organizational commitment. (4) Simultaneously, it was found that Financial compensation, infrastructure, and prophetic leadership style have a positive and significant effect on organizational commitment. (5) The prophetic leadership style is the dominant variable among the three variables that affect organizational commitment.

Keywords: *Financial Compensation, Infrastructure, Prophetic Leadership Style, Organizational Commitment.*

