

THE CONTRIBUTION OF TRANSFORMATIONAL LEADERSHIP AND TRANSACTIONAL LEADERSHIP TO ORGANIZATIONAL COMMITMENT TO EMPLOYEES BANK "X" IN MAKASSAR CITY

Diza Nurfachriza¹, Fathia Nabila Agfa² & Dewi Ratnasari³
dizanurfachriza@gmail.com¹, fathianabilagfa@gmail.com², dewirtsr@gmail.com³
Master of Program Study Professional Psychology (PSMPP)
University of Persada Indonesia Y.A.I Jakarta

ABSTRACT

This study aims to determine the extent of the contribution of transformational leadership and transactional leadership to organizational commitment to bank "X" employees in Makassar City, the participants in this study were employees who worked at bank "X" in Makassar City, totaling 213 participants (98 males, 115 females), with the sampling technique of simple random sampling. This study uses quantitative methods and uses two data collection instruments, namely the MLQ (Multifactor Leadership Questionnaire) scale for transformational leadership and transactional leadership, while the OCQ (Organizational Commitment Questionnaire) scale for organizational commitment. The data analysis technique used in this study used multiple linear regression analysis with the SPSS 20.0 program. The results of this study indicate a positive and significant contribution to transformational leadership and a negative and significant contribution to transactional leadership on organizational commitment to bank "X" employees in Makassar City, with a value of sig. $0.02 < 0.05$ and the value of R square is 0.30.

Keywords: Transformational Leadership, Transactional Leadership, Organizational Commitment.