

Influence Cultural Organization, Assertiveness, Integrity, And Decision Making Towards Leadership Effectivity Of The Village Chief At Gresik District

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ABSTRACT

The objective of this research is to find the influence of cultural organization, assertiveness, integrity, and decision making towards leadership effectivity of village chief at Gresik District. The research applied the quantitative method by applying SEM (structural equation modeling). This research found that (1) Cultural organization affects positively and significantly on leadership effectivity. (2) Assertivity affects positively and significantly on leadership effectivity; (3) Integrity affects positively and significantly on leadership effectivity; (4) Decision making does not affect positively and significantly on leadership effectivity; (5) Cultural organization does not affect positively and significantly on decision making (6); Assertiveness affects positively and significantly on decision making; (7) Integrity affects positively and significantly on decision making; (8) Cultural organization affects positively and significantly on integrity; (9) Cultural organization affects positively and significantly on assertive. Based on the result of the research we can conclude that cultural organization, assertive, and integrity affect positively and significantly on leadership effectivity of village chief at Gresik District.

Keywords: *cultural organization, assertiveness, integrity, decision making, leadership effectivity*

Pengaruh Budaya Organisasi, Asertivitas, Integritas, dan Pengambilan Keputusan terhadap Efektivitas Kepemimpinan Kepala Desa di Kabupaten Gresik

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi, asertivitas, integritas, dan pengambilan keputusan terhadap efektivitas kepemimpinan Kepala Desa di Kabupaten Gresik. Penelitian ini menggunakan metode kuantitatif dengan SEM (*Structural Equation Modelling*). Hasil penelitian ini menemukan bahwa (1) Budaya organisasi berpengaruh positif dan signifikan terhadap efektivitas kepemimpinan; (2) Assertivitas berpengaruh positif dan signifikan terhadap efektivitas kepemimpinan; (3) Integritas berpengaruh positif dan signifikan terhadap efektivitas kepemimpinan; (4) Pengambilan keputusan tidak berpengaruh signifikan terhadap efektivitas kepemimpinan; (5) Budaya organisasi tidak berpengaruh signifikan terhadap pengambilan keputusan; (6) Assertivitas berpengaruh positif dan signifikan terhadap pengambilan keputusan; (7) Integritas berpengaruh positif dan signifikan terhadap pengambilan keputusan; (8) Budaya organisasi berpengaruh positif dan signifikan terhadap integritas; (9) Budaya organisasi berpengaruh positif dan signifikan terhadap assertivitas. Berdasarkan hasil penelitian, maka dapat disimpulkan bahwa budaya organisasi, asertivitas, dan integritas berpengaruh secara positif dan signifikan terhadap efektivitas kepemimpinan Kepala Desa di Kabupaten Gresik.

Kata kunci: Budaya Organisasi, Asertivitas, Integritas, Pengambilan Keputusan, Efektivitas Kepemimpinan.