

## ABSTRACT

SITI JARIYAH. 2023. The Influence of Servant Leadership and Transformational Leadership on Organizational Commitment at the Financial and Asset Management Agency Office in South Oku region. The study was under the guidance of Dr.E Yunita Sari, S.E., M.Si. and Dyah Ayu Putriani, S.Pd., M.Si. This study aimed to determine the influence of Servant Leadership and Transformational Leadership on Organizational Commitment at the Financial and Asset Management Agency Office of the South Oku Region.

The data analysis technique used was Multiple Linear Regression. Based on the results of partial analysis, there was an influence of servant leadership on organizational commitment at the Financial and Asset Management Agency Office of the South Oku Region. with a t value of 2.778. The transformational leadership variable had an influence on organizational commitment at the Financial and Asset Management Agency Office of the South Oku Region with a t value of 2.146. Simultaneously, it was found that there was the influence of servant leadership and transformational leadership on organizational commitment at the Financial and Asset Management Agency Office of the South Oku Region. The coefficient of determination (R<sup>2</sup>) obtained was 0.820. This showed that the influence of servant leadership and transformational leadership on organizational commitment was 82.0%, while the remaining 18.0% was influenced by other variables outside of this study, namely years of service, communication, and work experience (Agustiani, 2019: 152)

**Keywords: Servant Leadership, Transformational Leadership, Organizational Commitment**

## ABSTRAK

SITI JARIYAH. 2023. Pengaruh *Servant Leadership* dan Kepemimpinan Transformasional Terhadap Komitmen Organisasional Pada Kantor Badan Pengelola Keuangan dan Aset Daerah Oku Selata. Skripsi dibimbing oleh Dr.E Yunita Sari, S.E., M.Si. selaku pembimbing I dan Dyah Ayu Putriani, S.Pd.,M.Si. selaku pembimbing II Penelitian ini bertujuan untuk mengetahui Pengaruh *Servant Leadership* dan Kepemimpinan Transformasional Terhadap Komitmen Organisasional Pada Kantor Badan Pengelola Keuangan dan Aset Daerah Oku Selatan.

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh *servant leadership* terhadap komitmen organisasional Pada Kantor Badan Pengelola Keuangan dan Aset Daerah Oku Selatan dengan nilai t hitung sebesar 2,778. Variabel kepemimpinan transformasional ada pengaruh terhadap komitmen organisasional Pada Kantor Badan Pengelola Keuangan dan Aset Daerah Oku Selatan dengan nilai t hitung sebesar 2,146. Secara simultan didapatkan ada pengaruh *servant leadership* dan kepemimpinan transformasional terhadap komitmen organisasional Pada Kantor Badan Pengelola Keuangan dan Aset Daerah Oku Selatan. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,820. Hal ini menunjukkan berarti sumbangan pengaruh *servant leadership* dan kepemimpinan transformasional terhadap komitmen organisasional 82,0% sedangkan sisanya 18,0% dipengaruhi oleh variabel lain diluar penelitian ini yaitu yaitu masa kerja, komunikais, dan pengalaman kerja (Agustiani, 2019:152)

**Kata Kunci : *Servant Leadership*, Kepemimpinan Tranformasional, Komitmen Organisasional**