

The Role of Transformational Leadership and Transactional Leadership to Organizational Commitment

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Abstract

This research evaluates the relationship between leadership style and organizational commitment among the employees of PT.X ($N = 198$). Multiple Regression and Spearman Correlation results were used for analysis. The results show that transformational leadership had more relationship to organizational commitment (affective commitment and continuance commitment) than transactional leadership. The dimension of transformational leadership that had a role to increase organizational commitment is individualized consideration, $R^2 = 0,033$, $F(1, 196) = 7,649$, $p = 0,006$. The dimension of transactional leadership that had a role to increase organizational commitment is contingent reward, $R^2 = 0,016$, $F(1, 196) = 4,175$, $p = 0,042$.

Keywords: Transformational leadership, transactional leadership, organizational commitment.