

ABSTRACT

Effective leadership can lead an organization to achieve competitive advantage. Leadership can be said to be effective if the followers give positive feedback and strive to meet the expectations of its leader in achieving the objectives. Organizational commitment is one way to measure the effectiveness of the organization's leadership. The purpose of this study is to analyze the impact of Leadership that shape the employee perception and the effect to their Organizational Commitment in the Bank Mandiri Commercial Banking Regional VI Jawa Barat. According to Antonakis, Avolio, & Sivasubramaniam (2003:264), Leadership categorized as 2 categorize, that is Transformational Leadership and Transactional Leadership. Transformational leadership is shown by the dimensions of idealized influence (attributed), idealized influence (behavior), inspirational motivation, intellectual stimulation and individualized stimulation, while transactional leadership is shown by the dimensions of contingent reward, management by exception active, management by exception passive, and laissez-faire. The method that used by this research is descriptive, verificative, and causal methods with using 51 permanent employees of Bank Mandiri Commercial Banking Regional VI Jawa Barat as the analysis unit. The Data were collected using Multifactor Leadership Questionnaire (MLQ5X) and Organizational Commitment Questionnaire (OCQ) containing the total amount of 54 statement. The analysis technique was using multiple linear regression analysis, and the data were calculated using SPSS (Statistical Package for the Social Science) Version 22.. The results of multiple linear regression analysis proved Leadership that consist of Transformational Leadership and Transactional Leadership were contribute a significant effect on the employee organizational commitment.

Keywords : Transformational Leadership, Transactional Leadership, Organizational Commitment