

**THE EFFECT OF DEMOCRATIC LEADERSHIP STYLE OF
ORGANIZATIONAL CULTURE IN FAMILY CLAN (STUDY IN PT.
GLOBAL AVIONICS INDONESIA, TANGERANG)**

ABSTRACT

The family business is an entity over which a family is the majority shareholder and occupying a portion of management positions as well as the descendants of these families are expected to follow in their footsteps. Each individual activities and different functions in running the organization. The leader is one factor that has a strong influence for the course and survival of the organization, because the role of the leader determines the achievement of objectives of an organization. Model or type of culture that is more focused on relationships and kinship (clan) that are based on kinship, that develops leadership style is usually more likely as a facilitator of conflict or all of the problems that developed in the organization

The purpose of this study is to determine how much influence the democratic leadership style of organizational culture in the company's clan family (study on PT. Global Avionics Indonesia, Tangerang). The independent variable of this research is a democratic leadership style while the dependent variable is the organizational culture clan. This study uses quantitative methods with descriptive research and causality. The population in this study are employees of PT. Global Avionika Indonesia. Data obtained by distributing questionnaires, using sampling techniques saturated.

Based on the research results, there is a positive and significant impact on a democratic leadership style of organizational culture clan at the family company PT. Global Avionika Indonesia. Results of research with determination test proved that the democratic leadership style has the effect of 19.8% of organizational culture clan at the family company PT. Global Avionics Indonesia and the remaining 80.2% is influenced by other factors that are not observed in this study.

Keywords: the family business, human resources, democratic leadership style, organizational culture