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The Implementation Of Organizational Culture And Ethical Leadership In Building Organizational Commitments On Islamic Boarding School Of Nurul Hakim, Kediri Lombok Barat

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INTRODUCTION

Ethical culture and leadership are based on meaningful values, beliefs, and norms of all the organization members. The implementation of organizational culture and ethical leadership is critical for every organization in order to increase their organizational commitment. Despite a number of studies on organizational culture and ethical leadership, lack studies were made on Islamic Boarding School.

PURPOSE/AIM & BACKGROUND

Therefore the current study aims to analyze (1) the significance of the influence of organizational culture on organizational commitment; (2) the significance of the influence of ethical leadership on organizational commitment; and (3) the significance of the influence of ethical leadership on organizational culture in the context of Islamic Boarding School.

METHODOLOGY

The study was undertaken at the Islamic Boarding School of Nurul Hakim Kediri, West Lombok. The population in this study were 140 people including teachers, lecturers and academic staffs of the School. Census method was adopted to recruit all population members. Data was collected using questionnaire and then analysed by Partial Least Square using the Smart PLS 2.0 program.

FINDINGS/RESULTS

The results show that there is a positive and significant influence of (1) organizational culture on organizational commitment; (2) ethical leadership on organizational commitment; and (3) ethical leadership on organizational culture.

CONCLUSIONS/IMPLICATIONS

The study results proved empirically that ethical leadership variables and organizational culture truly have a positive and meaningful influence on organizational commitment. These findings strengthen and support the results of previous studies on similar context. The results also bring managerial implications to organizations such as Islamic Boarding Schools and other similar organizations.

Keywords: Organizational Culture, Ethical Leadership, Organizational Commitment, Islamic Boarding Schools, Lombok Indonesia