INSAN
MEDIA PSIKOLOGI

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Correlation between Servant Leadership and Team Effectiveness

Hubungan antara Servant Leadership dengan Efektifitas Tim ditinjau dari Persepsi Anggota Tim PHKI-Jurusan di Institut Teknologi Sepuluh Nopember Surabaya

Abstract

The purpose of this study was to know the correlation between Servant Leadership and Team Effectiveness. The research was conducted on 46 members of PHKI (Program of grant competition for institution) team in eight department at Institute Technology of Sepuluh November Surabaya. Data collection tools used two questionnaires: 1) Servant Leadership scale consisting 38 items, and 2) team effectiveness scale. Servant leadership has 5 characteristics: altruistic calling, emotional healing, wisdom, persuasive mapping and organizational stewardship. The second is Team Effectiveness scale consisting of 20 items developed by Larson and La Fasto. There are 8 characteristics of team effectiveness scale: clear-elevating goal, results-driven structure, competent team members, unified commitment among members, collaborative climate, standards of excellence, external support and recognition, principled leadership. This research used Alpha Cronbach for reliability test. Reliability coefficient scale Servant Leadership variable is 0.95, while the reliability coefficient of Team Effectiveness variable is 0.92. Data was analyzed using Spearman’s Rank Order by SPPS 15.0 for windows. The correlation between the Servant Leadership and the Team Effectiveness is 0.574 with p value is 0.000. It indicates that there is significant positive correlations between Servant Leadership and Team Effectiveness in PHKI departments at Institute Technology of Sepuluh November Surabaya.

Keyword: Servant, Leadership, Team, Effectiveness, Higher, 

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