

The Influence of Leadership on Job Satisfaction of Members of The Indonesian Democratic Party of Struggle in Riau Province: The Role of Interpersonal Communication Mediation

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ABSTRACT

This study aims to investigate the effect of leadership on job satisfaction of members of the Indonesian Democratic Party of Struggle (PDIP) in Riau Province and examine the mediating role of interpersonal communication in the relationship. This research was conducted by collecting data from active PDIP members in Riau Province through the use of questionnaires. The research sample consisted of 100 randomly selected respondents. The results of data analysis using Structural Equation Modeling (SEM) processed using SmartPLS 3.2.9 for data processing show that leadership has an insignificant influence on job satisfaction of PDIP members in Riau Province. In addition, interpersonal communication was also found to have a significant mediating role between leadership and job satisfaction of PDIP members. This suggests that interpersonal communication is an important factor in linking effective leadership with higher levels of job satisfaction. The findings of this study have important implications for political party management and party leaders in developing effective leadership strategies and increasing the job satisfaction of party members. Improved interpersonal communication is also key in facilitating good relationships between leaders and party members, which in turn can contribute to higher job satisfaction. However, this study has several limitations, including geographical restrictions and a research population limited to PDIP members in Riau Province. In addition, the use of questionnaires as a data collection method may also affect the results of the study. Therefore, future research can involve a more representative sample and use different data collection methods to expand the generalizability of the research results

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Introduction

Political parties seem to be facing difficulties in the midst of this reformation era. The public sees political parties with a bad image. This is due to the fact that political parties are not or have not been able to carry out their functions optimally. Political parties cannot mobilize and represent the interests of the people. They also cannot connect the people with the government. Of the large number of political parties in Indonesia, the author chose the Indonesian Democratic Party of Struggle, or PDI Perjuangan. PDI Perjuangan has always been involved in legislative and executive elections, as well as in political contestation at the district, city, provincial and central national levels.

After several conflicts within the Indonesian Democratic Party (PDI) and the strengthening of Megawati in the world of politics, the PDI Perjuangan was born. PDI was formed as a result of the fusion of five political parties (parpol), and the Catholic Party. At

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that time, the government attempted to implement a political plan with the aim of reducing the number of political parties as a measure to increase political stability. This is what prompted the merger of five political parties. On February 14 1999, Megawati, as party leader, changed the party's name to PDI Perjuangan. The Indonesian Democratic Party of Struggle also carries political principles that emphasize nationalism and siding with the people. After the New Order period of authoritarianism, in the first general election in 1999, PDI Perjuangan won by winning 33.74% of the vote and 153 seats in parliament. This success opened up the opportunity for Megawati to become vice president accompanying Abdul Rahman Wahid. After Abdul Rahman Wahid was overthrown through the parliamentary mechanism, Megawati was then elected president in the 2004 general election. This fact shows that this party has strong support from the public and a large mass of people.

Political cadre formation and political recruitment are very important for the political system because these processes recruit and prepare people who will run the government. Political parties carry out recruitment and political cadre duties. This means selecting, gathering and educating future leaders who are able to fulfill the wishes of the people and fulfill their promises. Therefore, each political party should try to increase members and build cadres, including by forming wing organizations, which function as an extension of political parties.

The leadership in the PDI-Perjuangan DPD Riau Province has had several changes in the Riau Province PDI Perjuangan DPD Leadership Relay such as Suryadi Khusaini 2004-2009 and 2009-2014 with the achievement of obtaining seats in the Provincial DPRD as many as 6 seats. During the 2014-2018 leadership of Kordias Pasaribu, he achieved 9 seats in the Provincial DPRD. On PLH Leadership. Kaderismanto 2018 and PLT. Rohmin Dahuri 2018-2019 there has been no change in the number of seats because there have been no elections. Under the leadership of H. Zukri 2019- Now there is a realization of the achievement of obtaining 10 seats in the Riau provincial DPRD. Each leader certainly has a different leadership style, which aims to organize cadres towards party goals.

The ability of young leadership in organizing Cadres to win in each Regency/City has become a phenomenon in itself, the number of seats obtained has become a standard that the head of the DPD PDI-Perjuangan Riau Province has succeeded in communicating all party targets and organizing the party well. In the election for the 2019-2024 period Riau Province, which is an area that has 982,075 votes, voters can only be won by the PDI-Perjuangan by 7.6%, namely 128,547 voters with a total of 10 seats in the DPRD Riau Province of the 65 seats contested, with the number of cadres is 56,186 people spread across Riau Province, of course the Party should get more votes. The following is the number of Party Cadres who are Members of the Riau Province DPRD for 2019-2024.

The addition of the number of PDI-Perjuangan cadres is an interesting thing. From the table above, it can be seen that from 2019 to 2023 there was an additional 6,724 cadres. Of course, this is not easy to implement, with the increasing number of cadres the leadership will of course experience difficulties in carrying out intense communication with PDI-Perjuangan cadres.

The Role of Party Leaders in Elections, (Bittner, 2011) In his book Platform or Personality, argues that party leaders are an important electoral force in democratic

elections. As a spokesperson for a political party, the party leader is the political actor who is most visible and conveys the party's message most clearly to voters. Based on an analysis of thirty-five election studies in seven countries, Bittner shows that voters' assessments of party leaders (personalities) strongly influence their party preferences. While preferences for party leaders are difficult to distinguish from preferences for their party, recent research suggests that party leaders have independent electoral effects. Research shows that party leaders reinforce existing party preferences but also cause voters to defect from the party. Indeed, voters may change their party preferences and vote choices because they value the party leaders of competing parties more than they value the party leaders of their own party. We call this phenomenon the leader effect (Bittner, 2011).

Research conducted by (Wahyuni, 2023) and (Suriyana, 2021) shows that job satisfaction, leadership and interpersonal communication have a significant effect on work effectiveness. Research conducted by (Wahyuni, 2023) shows that leadership style has a positive and significant effect on work effectiveness. Previous research has shown that leadership has a significant effect on employee job satisfaction. However, research that focuses on the influence of leadership on the job satisfaction of political party members is still limited, especially at the provincial level. Riau Province is an interesting research subject because of the role of the Indonesian Democratic Party of Struggle (PDIP) in the area. Apart from that, interpersonal communication also plays an important role in the political context and can be a mediating factor between leadership and job satisfaction of political party members. As well as there has been no research regarding the leadership style of the Chairman of the DPD PDI-Perjuangan Riau Province, then in this research it is also mediated by Interpersonal Communication Of course it will be very interesting that the Endogen Variable is Organizational Member Job Satisfaction. This is different from companies; all employees are given salaries and wages. According to Law Number 2 of 2008, a political party is defined as a national organization formed by a group of Indonesian citizens (WNI) voluntarily on the basis of the same will and ideals to fight for and defend the political interests of its members, society, nation and state, as well as to maintain the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution. It is possible that political parties are non-profit organizations.

Theoretical support

Concept of Path-Goal Theory

The main theoretical foundation used in this study is the Path-Goal theory developed by Robert House. According to this theory, the behavior exhibited by a leader can impact the job satisfaction of his subordinates, depending on how much they perceive it. The essence of this theory is that leaders are not only responsible for helping their members achieve their goals, but must also provide them with direction and support, or both, to ensure that their goals are compatible with the goals of the group or organization as a whole (Robbins, 2002). In this situation, a leader must help his members achieve goals aligned with the group while also providing direction and motivation to his employees. True leaders have basic values in their leadership, namely encouraging them to take correct and fair actions towards their followers and building special bonds with them is the goal of this

motivation. The principals involved involve having a strong level of trust, implementing open and honest communication (transparency), providing guidance that leads to goals that are important to all parties, and emphasizing the well-being and development of followers (Yukl, 2013).

Leadership

The success of a group or organization, whether profit or non-profit, depends on effective leadership to direct and control activities.

To achieve optimal performance, the leadership established in today's organizations must be able to build harmonious collaboration and encourage employee morale. According to Robert House in Syamsul (2012) states that leadership is a method in which a person uses strength and self-confidence to influence and show high morality to his subordinates. According to Malayu S.P. Hasibuan (2012), leadership refers to the way a leader influences his subordinates to work together productively to achieve organizational goals. However, according to George R. Terry as stated by Miftah Toha (2010), leadership is defined as an effort to encourage individuals to achieve organizational goals.

Based on the perspective expressed by the experts above, it can be interpreted that leadership is an activity aimed at influencing the behavior of individuals or groups of people. This is the art of changing human behavior, both on an individual and group scale. In this context, leadership does not have to be bound by bureaucratic regulations or norms. It does not have to be limited to a particular organizational framework. On the other hand, leadership can emerge in various situations, as long as someone is able to prove their skills in influencing the behavior of others towards achieving certain goals (Thoha, 2010).

Interpersonal Communication

Interpersonal communication, according to Keyton (2011), refers to communication interactions between individuals that focus on individual behavior, so that attention is paid to the processes and mechanisms for conveying information from one individual to another. On the other hand, Lunenburg (2010) explains that interpersonal or interpersonal communication is communication that occurs between individuals and other individuals in a community or organizational environment, where certain communication media are used and the language used is informal and easy to understand. The main goal is to achieve a certain goal through this interaction. From the description of the experts it can be concluded that interpersonal communication is a process of communication carried out between two people or two parties by using language that is easily understood to achieve a certain meaning.

Job Satisfaction

According to Edy Sutrisno (2019:74), job satisfaction is an employee's view of work related to working conditions, cooperation between colleagues, rewards received at work, as well as aspects related to physical and psychological aspects.

Wibowo's view (2016: 415) states that every individual who works hopes to feel satisfaction in his work. This job satisfaction will have an impact on productivity which is the manager's hope. Therefore, managers need to understand the steps that need to be taken to create job satisfaction for employees. Definitions from several experts, including Robbins' view as explained by Wibowo (2016), describe job satisfaction as a general view

of a person's work that reflects the difference between the rewards received at work and the rewards they believe they should receive.

Nurhayati (2016) indicated that job satisfaction is an expression of satisfaction felt by employees regarding how their work contributes to the organization, indicating that the results of their work fulfill aspects that are considered important. Sari (2016) explains that job satisfaction is an attitude variable that reflects how individuals feel about their work as a whole and the various aspects involved in it.

Prayogo (2019) describes job satisfaction as an emotional attitude that feels pleasant and involves a feeling of love for work. The importance of creating job satisfaction for employees is to increase morale, dedication and discipline in the work environment.

In an organizational context, discussions about job satisfaction involve efforts to increase organizational effectiveness through developing effective employee behavior in carrying out their duties.

Research Framework

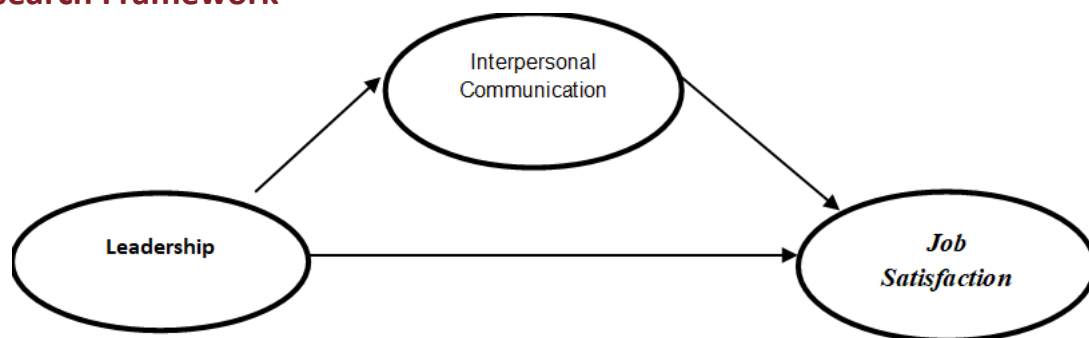


Figure 1. Research Framework.

Research method

Quantitative Method

Based on the dimensions of research objectives, this research is explanatory research, namely "research whose main objective is to explain why events occur and to build, elaborate, expand, or test theories" (Abdillah, 2020,). This research generally seeks to explain how leadership can provide job satisfaction through interpersonal communication to party members.

Based on the time dimension of data collection, this research uses a cross-sectional technique, namely "data is collected from research samples at one point in time or over a relatively short period of time" (Abdillah, 2020, 49). Data regarding Leadership, Interpersonal Communication and Job Satisfaction will be collected using a questionnaire consisting of scales and measurements that have been scientifically determined.

Results

Analisis SEM-PLS

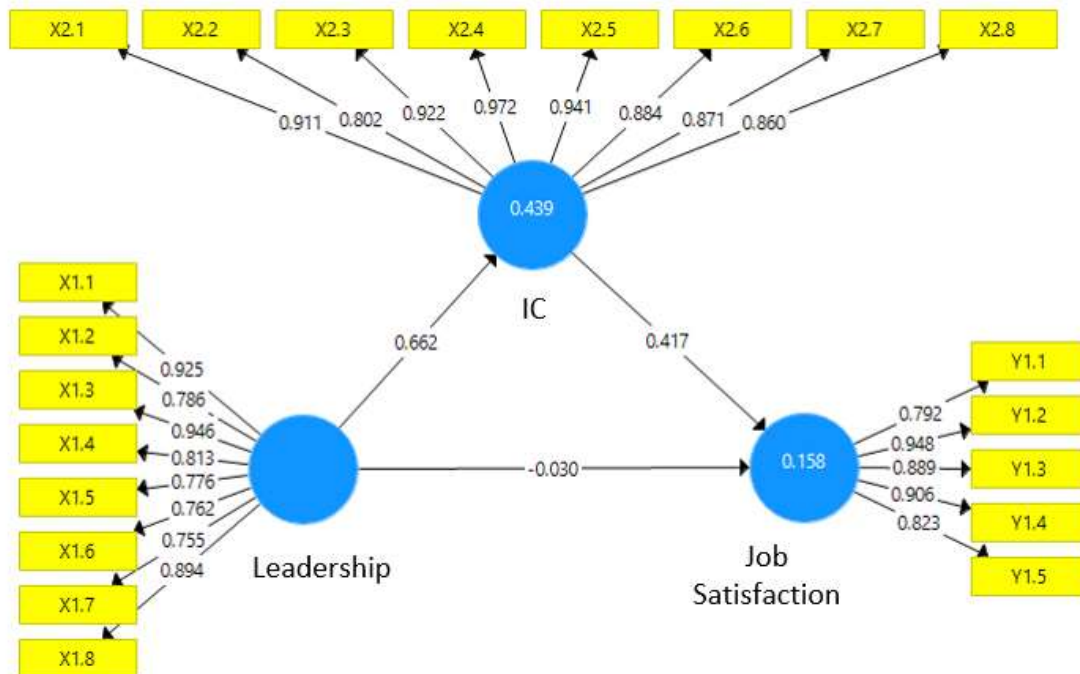


Figure 2. Path Chart.

Significance Test Results

Table 1. Significance Test Results

Relationship between variables		Path Coefficient	
Eksogen	Endogen	Coeff.	P-value
Leadership	Job Satisfaction	-0.030	0.833
Leadership	Interpersonal Communication	0.662	0.000
Interpersonal Communication	Job Satisfaction	0.417	0.002

Notes. Data Olahan, 2023

The first hypothesis tests whether leadership has a positive and significant effect on job satisfaction. From these results it is stated that leadership has a t-statistic of 0.141 which means it is smaller than 1.96 and a p value of 0.02 on Job Satisfaction. The value of the beta coefficient in the negative direction and with a P-value of <0.05 (significant) indicates that leadership has no positive and significant effect on job satisfaction (hypothesis 1 is rejected).

There are several reasons that vary from the research results that leadership does not have a significant effect on the job satisfaction of party members. In the context of political parties, there may be other factors that are more dominant or have a stronger influence on the job satisfaction of party members than leadership. For example, the organizational structure of political parties, party policies, or political factors that may influence the job satisfaction of party members more significantly than leadership and also the effect of Mediation by Interpersonal Communication that the mediating role of interpersonal

communication in the relationship between leadership and job satisfaction of party members is significant. This indicates that leadership may not have a direct influence on the job satisfaction of party members, but rather depends on how interpersonal communication between leaders and party members affects job satisfaction. And there are certain contextual factors that might influence the relationship between leadership and party members' job satisfaction. For example, political and social conditions in Riau Province can play an important role in influencing the job satisfaction of party members, so that the direct impact of leadership is less significant.

The second hypothesis tests whether leadership has a positive and significant effect on Interpersonal Communication. From these results it is stated that leadership has a t-statistic of 3.192 and a p value <0.05 for Interpersonal Communication. The value of the beta coefficient with a positive direction and with a P-value of <0.05 (significant) indicates that leadership has a positive and significant effect on Interpersonal Communication (hypothesis 2 is accepted).

The third hypothesis tests whether interpersonal communication has a positive and significant effect on job satisfaction. From these results, it is stated that interpersonal communication has a t-statistic of 23.432 and a p value <0.05 on job satisfaction. The beta coefficient value is in a positive direction and with a P-value <0.05 (significant) indicating that interpersonal communication has a positive and significant effect on job satisfaction (hypothesis 3 is accepted).

Specific indirect effects of leadership variables on job satisfaction through the mediation of interpersonal communication. The value listed in the table is 0.276. Which states that there is a significant indirect influence between leadership variables and member job satisfaction. This influence occurs through the mediation of interpersonal communication, which means that interpersonal communication has an important role in connecting leadership with member job satisfaction. The value of 0.276 indicates the magnitude of the indirect effect, which indicates that interpersonal communication positively mediates the relationship between leadership and member job satisfaction. (Hypothesis 4 Accepted)

Discussions

Political parties have an important role in a country's democratic system. Members of political parties play a strategic role in implementing the party's agenda and achieving organizational goals. Therefore, it is important for political parties to ensure high job satisfaction among their members so that they can contribute effectively and optimally. The Indonesian Democratic Party of Struggle (PDIP) is one of the political parties in Indonesia that has significant support in various regions, including the Provinces Riau. PDIP's success in achieving organizational goals and influencing public policy is highly dependent on the job satisfaction of its members. As a democratic political party, PDIP needs to ensure that strong and effective leadership is in place, so that party members feel fulfilled and motivated in carrying out their political duties. In the context of PDIP Riau Province, the study of the influence of leadership on the job satisfaction of party members is very relevant. Good leadership can influence party members' perceptions of their work, provide clear direction and inspiration, and motivate them to achieve party goals. However, the relationship between leadership and job satisfaction is not always direct. There are other factors that can influence the relationship. Interpersonal communication

is an important component in the context of political organizations. Effective communication between leaders and party members, as well as between fellow party members, can influence the level of job satisfaction. Open, mutually supportive, and transparent communication can increase mutual understanding, cooperation, and strengthen interpersonal relationships within political parties. Therefore, it is important to understand the mediating role played by interpersonal communication in the relationship between leadership and job satisfaction of party members.

Considering the importance of these factors in the context of PDIP Riau Province, this study has demonstrated the influence of leadership on the job satisfaction of PDIP members, as well as the mediating role that interpersonal communication plays in the relationship. The results of this study are expected to provide a better understanding of the factors that influence the job satisfaction of political party members and contribute to the development of party policies to improve the quality of work and motivation of its members. With a better understanding of the influence of leadership, interpersonal communication, and job satisfaction of PDIP Riau Province members, this research can provide recommendations and guidance for political party leaders in improving their leadership quality, strengthening interpersonal communication, and ensuring optimal party member job satisfaction.

Theoretical Implications of the Research "The Influence of Leadership on Job Satisfaction of Members of the Indonesian Democratic Party of Struggle, Riau Province: The Mediating Role of Interpersonal Communication":

1. Contribution to Leadership Theory: This research contributes to leadership theory by showing the influence of leadership on the job satisfaction of political party members. The results of this research can strengthen understanding of the importance of effective leadership in a political context and how good leadership can influence job satisfaction.
2. This research also provides an understanding of the mediating role of interpersonal communication in the relationship between leadership and job satisfaction. The results of this study indicate that interpersonal communication acts as a mediator that influences the relationship between leadership and job satisfaction of political party members. This contributes to an understanding of the dynamics of communication in a political context.
3. This study provides empirical confirmation of the theoretical model used in this study. The results of the research showing that there is a positive and significant influence between leadership on Interpersonal Communication of members of political parties, as well as the mediating role of interpersonal communication on Job Satisfaction, can strengthen the validity of the theoretical model.
4. This research can contribute to the generalization of the findings in political and organizational contexts. By taking samples from members of the Indonesian Democratic Party of Struggle in Riau Province, this research provides a more specific understanding of the factors that influence the job satisfaction of members of political parties in the region. However, the results of this study can also provide relevant insights for other political parties in an effort to increase the job satisfaction of party members.
5. This research has significant practical implications. The research findings can be used as a basis for developing leadership and interpersonal communication training

programs for political party leaders. This can help improve their leadership qualities and strengthen effective communication with party members. In addition, an understanding of the factors that affect the job satisfaction of party members can also help the development of internal party policies to create a more satisfying and motivating work environment for party members.

Thus, this research makes an important contribution to the development of leadership theory, understanding of the role of interpersonal communication, and provides practical implications for the development of political party policies in an effort to increase party member job satisfaction and leadership quality.

Apart from having theoretical implications, this research also has several practical (managerial) contributions or implications. The findings of this research provide useful insights for organizational leaders to design strategies in an effort to improve the performance of an organization.

1. Development of Effective Leadership

The results of this research underline the importance of developing effective leadership in political parties. Political party leaders need to pay attention to and improve their leadership skills to influence party members' job satisfaction. This includes the development of communication skills, sound decision making, the ability to motivate and inspire party members, and the ability to build good relationships with them.

2. The Role of Interpersonal Communication in Increasing Job Satisfaction

Political party leaders need to realize the importance of good interpersonal communication in achieving job satisfaction for party members. They should encourage open, transparent and mutually supportive communication between party members and their leaders. Leaders must also ensure that their messages are conveyed clearly and effectively to party members to minimize misunderstandings and conflicts that can interfere with job satisfaction.

3. Leadership and Communication Training

The managerial implication of this research is the need for leadership and communication training for political party leaders. This training can help them develop better leadership skills, including effective interpersonal communication abilities. Training can also provide insight into effective communication strategies and techniques for building positive relationships with party members, thereby increasing their job satisfaction.

4. Development of Internal Policies that Promote Job Satisfaction

Political party leaders can use the findings of this research as a basis for developing internal policies aimed at increasing the job satisfaction of party members. They may consider implementing reward and recognition programs, providing career development opportunities, or creating a supportive and collaborative work environment. These steps can help increase party members' motivation and job satisfaction, which in turn can have a positive impact on their performance and loyalty to the party.

5. Increased Party Member Participation

This research shows that good leadership and effective interpersonal communication can influence party members' job satisfaction. Therefore, political party leaders need to encourage the active participation of party members in the decision-making

process and other party activities. By actively involving party members, they can feel more valued and have a sense of belonging to the party, which can increase their job satisfaction.

These managerial implications can help political party leaders increase the job satisfaction of party members, strengthen relationships between leaders and party members, and build a productive and cooperative work environment within the party.

Conclusion

The conclusion of the research "The Influence of Leadership on Job Satisfaction of Members of the Indonesian Democratic Party of Struggle, Riau Province: The Mediating Role of Interpersonal Communication" is as follows

1. Leadership has an influence, although not significant, on the job satisfaction of members of the Indonesian Democratic Party of Struggle (PDIP) in Riau Province. The research results show that effective leaders can influence the level of job satisfaction of party members, so managers or political party leaders need to pay attention to this.
2. Interpersonal communication plays a mediating role between leadership and job satisfaction of party members. The research findings show that good interpersonal communication can strengthen the relationship between leadership and job satisfaction. Open, transparent and mutually supportive communication between leaders and party members has a positive impact on job satisfaction.
3. The implication of this research is the importance of effective leadership development and interpersonal communication training for managers or political party leaders. This training can help improve leadership skills and effective interpersonal communication abilities, thereby having an impact on increasing party members' job satisfaction.
4. Leaders of political parties need to pay attention to internal policies that encourage job satisfaction of party members. Measures such as rewards and recognition programs, career development opportunities, and the creation of a supportive work environment can increase party members' motivation and job satisfaction.
5. Increasing the participation of party members can also increase their job satisfaction. By actively involving party members in decision-making processes and party activities, they can feel more valued and have a sense of belonging to the party, which contributes to higher levels of job satisfaction.

The conclusion of this research provides an understanding of the importance of effective leadership and interpersonal communication in achieving job satisfaction for political party members. The resulting managerial implications can help political party leaders increase the job satisfaction of party members, build strong relationships between leaders and party members, and create a productive and cooperative work environment within the party.

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Disclosure statement

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