

The Implementation of Organizational Culture and Ethical Leadership in Building Organizational Commitments on Islamic Boarding School of Nurul Hakim, Kediri Lombok Barat

by Mahyuddin Mahyuddin

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MESSAGE FROM THE CAMPUS RECTOR

4 APRIL 2019

In the wake of global academic collaborations for greater strategic partnerships, I would like to commend the initiative of the Innovation and Research team of Research and Industrial Linkages Department in realizing the joint effort with University of Mataram, West Nusa Tenggara, Indonesia to organize the Academic Conference on Social Sciences (ACSS) 2019. The scholarly exchange that is sparked from this project has great significance in motivating more future collaborative efforts between UiTM Kedah Branch and University of Mataram.

This collection of extended abstracts is a valuable token of collegial support and professional partnership between the two universities. The diverse range of academic papers published in this volume, from social sciences to humanities, denotes the dynamic and organic nature of the academic collaboration and knowledge sharing. It is hoped that the teams from both universities will ride on the impetus of ACSS 2019, and move beyond the boundaries to come up with more creative and innovative projects that will strengthen the ties, and at the same time will facilitate the professional growth of both universities.

I would like to convey my upmost appreciation on the support given by the University of Mataram, and to the Research and Industrial Linkages Department of UiTM Kedah Branch for their contributions and effort in assisting the university to achieve excellence in the area of innovation, research, and publications. Last but not least, I wish every success to ACSS 2019.

Assoc. Prof. Dr. Shaiful Annuar Khalid
Campus Rector
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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. Cencus method was adopted to recruite 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

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