

ABSTRACT

***THE INFLUENCE OF OF MANAGERIAL COMPETENCE AND
PERSONALITY COMPETENCE ON LEADERSHIP EFFECTIVENESS
WITH ORGANIZATIONAL CULTURE AS A MODERATOR
(A SURVEY OF HEADMASTERS AT ISLAMIC BOARDING SCHOOL-BASED
PRIVATE HIGH SCHOOLS IN TASIKMALAYA REGENCY)***

By:
ANGGA IRPANNA S
NPM. 248334111040

Supervisor I : Kartawan
Supervisor II : Edy Suroso

This study aims to analyze the impact of managerial competence and personality competence on leadership effectiveness, with organizational culture serving as a moderator. Utilizing a quantitative survey method targeting Headmasters of Islamic boarding school-based Private High Schools in Tasikmalaya Regency and employing Structural Equation Modeling (SEM) for analysis, the results indicate that both managerial and personality competencies have a significant positive effect on leadership effectiveness. The pesantren (Islamic boarding school) organizational culture is proven to moderate both variables, strengthening the positive impact of managerial and personality competencies. These findings confirm the importance of leadership support within the Islamic boarding school organizational culture in maintaining managerial competence as a "hard skill" and personality competence as a "soft skill" for headmasters in Islamic boarding school-based educational institutions.

Keywords: Managerial Competence, Personality Competence, Organizational Culture, Leadership Effectiveness.

ABSTRAK

PENGARUH KOMPETENSI MANAJERIAL DAN KOMPETENSI KEPRIBADIAN TERHADAP EFEKTIVITAS KEPEMIMPINAN DENGAN BUDAYA ORGANISASI SEBAGAI MODERASI (SURVEI PADA KEPALA SMA SWASTA BERBASIS PESANTREN DI KABUPATEN TASIKMALAYA)

Oleh :

**ANGGA IRPANNA S
NPM. 248334111040**

Pembimbing I : Kartawan
Pembimbing II : Edy Suroso

Penelitian ini bertujuan menganalisis pengaruh kompetensi manajerial, kompetensi kepribadian terhadap efektifitas kepemimpinan, serta budaya organisasi sebagai moderator. Menggunakan metode kuantitatif survei terhadap Kepala SMA Swasta Berbasis Pesantren di Kabupaten Tasikmalaya dan analisis *Structural Equation Modeling* (SEM), hasil penelitian menunjukkan bahwa kompetensi manajerial dan kompetensi kepribadian berpengaruh positif signifikan terhadap efektifitas kepemimpinan. Budaya organisasi pesantren terbukti memoderasi kedua variabel tersebut: memperkuat dampak positif kompetensi manajerial dan kompetensi kepribadian. Temuan ini menegaskan pentingnya dukungan pimpinan budaya organisasi pesantren dalam menjaga kompetensi manajerial sebagai *hard skill* kepala sekolah serta kompetensi kepribadian sebagai *soft skill* kepala sekolah pada sekolah yang berbasis pesantren.

Kata Kunci: Kompetensi Manajerial, Kompetensi Kepribadian, Budaya Organisasi, Efektifitas Kepemimpinan.