

Mathematical Model of Organizational Leadership Patterns for Managerial Decision Making.

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- **Abstract:** In the era of globalization which is full of change and competition, an organization must show the best performance to survive through managing its resources through the right leadership pattern for managerial decision making. One indicator of the success of a leadership pattern is the creation of employee job satisfaction. With job satisfaction, an employee will be able to bring out his best abilities for the benefit of the organization. The purpose of the study was to create a mathematical model of the influence of leadership patterns on employee job satisfaction and to identify this influence with the enforcement of discipline as a moderator for managerial decision-making. In this study, the types of leadership patterns assessed were transformational leadership (TF), transactional leadership (TS), visionary leadership (VS), and synergistic leadership (SN) on the value of job satisfaction (KK). Analysis of the development of mathematical models in this study using the method of Structural Equation Modeling (SEM) which was further developed for managerial decision making. The results of the research are in the form of a mathematical model of Leadership Patterns for decision making, namely: $KK = 0.485 TF + 0.265 SN$ (without moderating discipline enforcement factors) and $KK = 0.435 TF + 0.175 TR + 0.389 SN$ (with discipline enforcement factors). From the results of the mathematical model, it is known that transformational, visionary and synergistic leadership patterns have a significant influence on the decision-making process and this will be stronger if it is carried out in conjunction with the process of disciplinary enforcement. While the visionary leadership pattern does not have a significant effect on the managerial decision-making process even though it is moderated by the discipline enforcement factor.
- **Keywords:** decision making, enforcement factor, managerial, discipline, visionary leadership