

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan gambaran kepemimpinan agilitas, budaya organisasi, dan agilitas organisasi, serta menganalisis pengaruh kepemimpinan agilitas terhadap agilitas organisasi BPPRD Kota Jambi melalui budaya organisasi. Sampel penelitian yang digunakan sebanyak 62 orang responden, yang diambil dengan menggunakan teknik *sampling* jenuh. Jenis data yang dikumpulkan meliputi data primer yang berupa hasil isian kuesioner kepemimpinan agilitas, budaya organisasi, dan agilitas organisasi, serta data sekunder berupa hasil publikasi lainnya seperti; buku, jurnal-jurnal dan dokumen lainnya yang ada hubungannya dengan topik penelitian ini. Data yang telah dikumpulkan kemudian dianalisis dengan menggunakan metode analisis statistik deskriptif dan analisis verifikatif berupa *Partial Least Square* (PLS). Hasil analisis menunjukkan bahwa kepemimpinan agilitas dan budaya organisasi pada BPPRD Kota Jambi secara keseluruhan berada pada tingkat kualitas yang sangat baik. Sangat baiknya kepemimpinan agilitas dan budaya organisasi tersebut ternyata memberikan kontribusi yang positif terhadap agilitas organisasi, dimana hasil pengukuran menunjukkan bahwa secara keseluruhan kualitas agilitas organisasi BPPRD Kota Jambi berada pada kategori sangat tinggi. Hasil analisis *direct effect* membuktikan bahwa; (1) kepemimpinan agilitas secara langsung berpengaruh signifikan terhadap budaya organisasi, (2) budaya organisasi secara langsung berpengaruh signifikan terhadap agilitas organisasi, dan (3) kepemimpinan agilitas secara langsung berpengaruh tidak signifikan terhadap agilitas organisasi. Sementara hasil analisis *indirect effect* membuktikan bahwa kepemimpinan agilitas secara tidak langsung berpengaruh signifikan terhadap agilitas organisasi melalui budaya organisasi. Hasil penelitian ini berimplikasi terhadap upaya peningkatan kemampuan pimpinan melihat peluang dalam teknologi terbaru yang dapat membawa inovasi dalam proses atau layanan organisasi, serta peningkatan budaya organisasi yang berorientasi pada efektivitas dan efisiensi kerja, agar agilitas organisasi BPPRD Kota Jambi dapat meningkat di waktu yang akan datang.

Kata Kunci: Kepemimpinan Agilitas, Budaya Organisasi, Agilitas Organisasi

ABSTRACT

This research aims to describe the overview of agile leadership, organizational culture, and organizational agility, as well as to analyze the influence of agile leadership on the organizational agility of the Regional Tax and Levy Management Agency of Jambi City through organizational culture. The research sample consisted of 62 respondents, selected using a saturated sampling technique. The types of data collected include primary data in the form of responses from the agile leadership, organizational culture, and organizational agility questionnaires, as well as secondary data from other publications such as books, journals, and other documents related to the research topic. The collected data were then analyzed using descriptive statistical analysis and confirmatory analysis through Partial Least Square (PLS) method. The analysis results indicate that both agile leadership and organizational culture at the Regional Tax and Levy Management Agency of Jambi City are of excellent quality overall. The high quality of agile leadership and organizational culture contributes positively to organizational agility, as the measurement results show that the overall quality of organizational agility at the agency is very high. The direct effect analysis results demonstrate that (1) agile leadership significantly influences organizational culture, (2) organizational culture significantly influences organizational agility, and (3) agile leadership does not have a significant direct effect on organizational agility. Meanwhile, the indirect effect analysis results prove that agile leadership indirectly significantly influences organizational agility through organizational culture. The implications of this research suggest efforts to enhance leadership capabilities in recognizing opportunities in the latest technology that can bring innovation to the organization's processes or services. Additionally, there is a need for improvement in organizational culture that focuses on the effectiveness and efficiency of work to enhance the organizational agility of the Regional Tax and Levy Management Agency of Jambi City in the future.

Keywords: Agile Leadership, Organizational Culture, Organizational Agility