THE ANALYSIS OF THE EFFECTIVENESS OF MANAGERIAL LEADERSHIP PROGRAM AT PT. IKAN DORANG

BY:

HERMAWAN SASONGKO

3303013019

FACULTY OF BUSINESS

CATHOLIC UNIVERSITY OF WIDYA MANDALA

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By:
HERMAWAN SASONGKO
3303013019

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BUSINESS FACULTY
WIDYA MANDALA CATHOLIC UNIVERSITY
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PUBLICATION APPROVAL OF SCIENTIFIC PAPER

For the sake of knowledge development, I as a student of Widya
Mandala Catholic University Surabaya:

I, the undersigned below:

Name : Hermawan Sasongko
NRP : 3303013019
Title : THE ANALYSIS OF THE EFFECTIVENESS OF
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THESIS

THE ANALYSIS OF THE EFFECTIVENESS OF MANAGERIAL LEADERSHIP DEVELOPMENT PROGRAMS TOWARDS PT. IKAN DORANG

By:

Hermawan Sasongko
3303013019

This thesis has been received and verified to be submitted to the examiner team.

Examiner I
Y.B. Budi Iswanto, MA. Ph.D
Date: 14-07-2016

Examiner II
Mr. Dawid Wojcinowicz
Date: 14.07.2016
RATIFICATION PAGE

Thesis that is written by: Hermawan Sasongko NRP: 330301301

Has been examined on 16 / 6 / 2016 and is accepted to pass by the Panel Team

Panel Leader:

[Signature]

Dr. Tuty Lindawati, SE, MM

Confirmed by:

[Signature]

Dean,

Dr. Lodovicus Lasdi, MM
NIK 321.96.03.70

Head of Program,

[Signature]

Elisabeth Suprihayanti, SE, M.Si
NIK 311.99.03.69
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The Writer is aware that this paper is far from perfect and is completely open to critics and suggestion. Hopefully this research report will be useful for the readers.

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ABSTRACT

Many organizations today have recognized the importance of education and training that further the skills, perspective and competencies of their leaders. Business today faces challenges such as getting the top and the bottom of the hierarchy to work together, where leaders effectively manage people and processes up and down the organization. This study will be based and revolves around PT. Ikan Dorang Sales and Marketing Department, that has already undergo a leadership training program led by PT. Human Capital Development Indonesia in March 2016. The participants who will be the direct test subject for this research comprise of 7 people in total. Since leadership is a very wide and open subject to be measured, this analysis will divide this matter into ‘Financial Outcomes’, ‘Knowledge Outcomes’ and ‘Expertise Outcomes’ to further enhance the accurateness of research looking into the effectiveness of leadership intervention program. All in all, this analysis indicates that a wide variety of formal training programs are occurring in organizations and its effectiveness. But, it also shows that there is a wide variance in the effectiveness of those programs.

Keywords: Leadership, Managerial Leadership Program, Effectiveness