

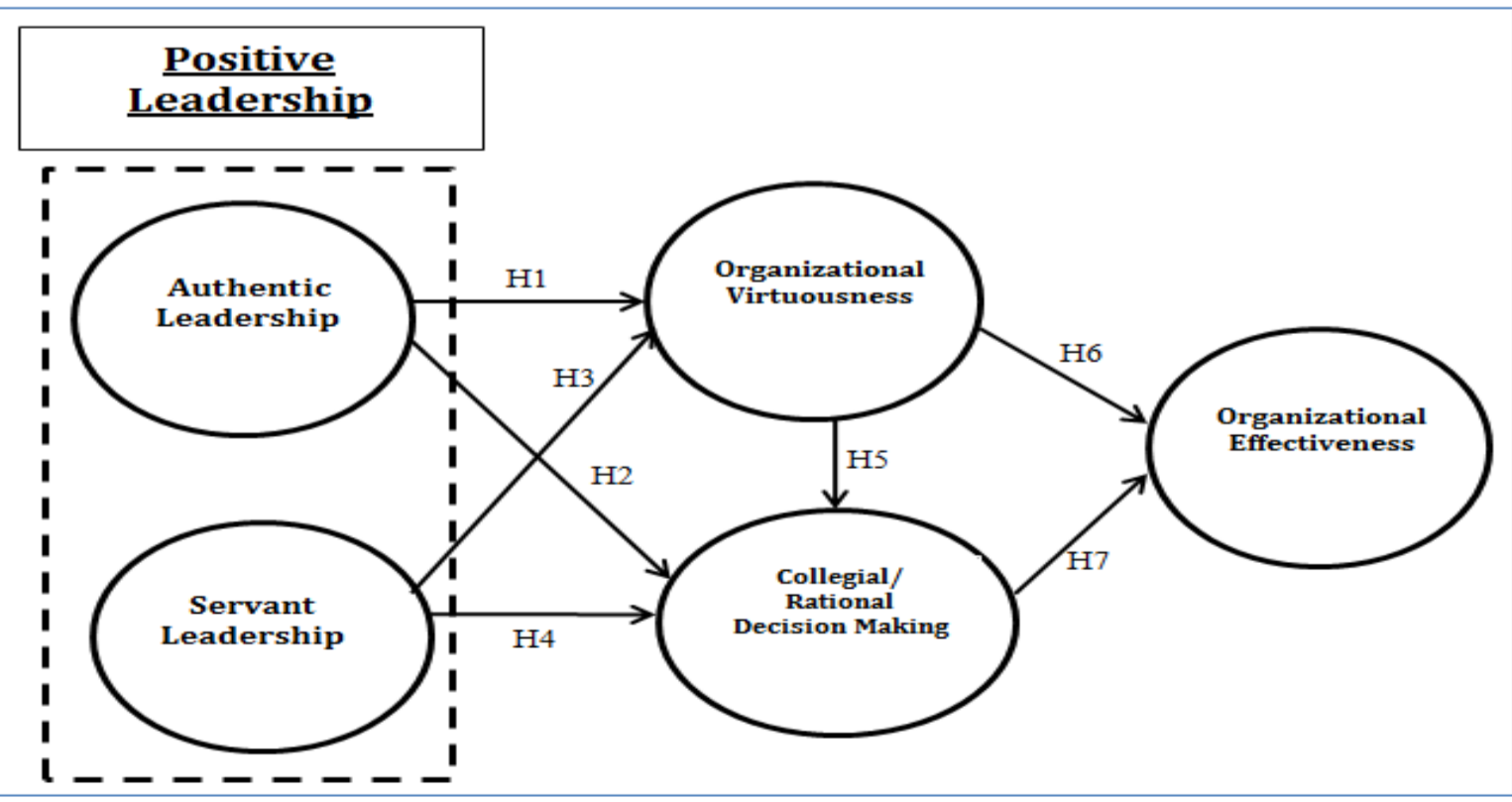
Research Background

- HEIs face the challenge of providing the proof of OE to government, internal & external constituencies as well to the public (Abunga, 1996)
- University Role in Economic Growth: HEIs boost economies (Hanushek, 2016)
- Better HCI, better economic growth. Indonesia's HCI dropped from 69 (2015) to 87 (2018). Human capital can be enhanced through HEIs (Adedeji & Campbell, 2013)
- Only 3 Indonesian Universities are featured among top 100 universities in Asia & among top 500 universities world wide QS Ranking, 2019)
- Rigorous training programs for the heads of private HEIs are organized by the collaborative efforts of Indonesia & Germany. (DAAD, 2018)

Research Objectives

1. Authentic leadership, servant leadership, organizational virtuousness and collegial/rational decision-making would enable private universities' departments in LLDikti III to realize organizational effectiveness
2. Authentic leadership influences Organizational virtuousness within departments of private universities in LLDikti III.
3. Authentic leadership influences collegial/rational decision-making within departments of private universities in LLDikti III.
4. Servant leadership influences Organizational virtuousness within departments of private universities in LLDikti III.
5. Servant leadership influences collegial/rational decision-making within departments of private universities in LLDikti III.
6. Organizational virtuousness influence collegial/rational decision-making within departments of private universities in LLDikti III.
7. Organizational virtuousness influences Organizational effectiveness within departments of private universities in LLDikti III.
8. Collegial/rational decision-making influences Organizational effectiveness within departments of private universities in LLDikti III.

Research Model



Promovendus:
Ahmad Nawaz
1840001280



Managerial Framework



Conclusions

1. Authentic leadership is not found to influence organizational virtuousness.
2. Authentic leadership is not found to influence collegial/rational.
3. Servant leadership is found to influence organizational virtuousness .
4. Servant leadership is not found to influence collegial/rational decision-making .
5. organizational virtuousness is found to influence collegial/rational decision-making significantly .
6. organizational virtuousness is found to influence Organizational effectiveness significantly .
7. Collegial/rational decision-making style positively affects organizational effectiveness.

Promoters' Team:

Promotor:
Prof. Dr. Ir. Edi Abdurachman,
Ms., M.Sc.



Co-Promotor-1
Prof. Idris Gautama So, S.E.,
S.Kom., M.M., Ph.D.



Co-Promotor-2
Dr. Ir. Asnan Furinto, ST.,
MM., MBA

