DEWI RACHMAYANTI. The Role of Organizational Leadership, Organizational Culture and Employee Engagement toward Corporate Social Responsibility Performance. Supervised by MUSA HUBEIS, M. SYAMSUL MAARIF and M. JOKO AFFANDI.

In Indonesia, where mining is one of the companies included in the seed stock LQ-45, more accusations even gained the spotlight in its contribution to environmental damage. The mining company is suspected in various activities of industrial activities are particularly vulnerable to environmental pollution issues. Incessant issue of environmental NGOs is a phenomenon that illustrates that the mining company is a company that is sensitive to the impact of environmental pollution are often diindentikkan with the destruction of the environment.

CSR and social performance may not be identical with the ethical and moral leadership, but a strong relationship between the performance of the social and ethical and moral leadership, has been widely recognized. Corporate social responsibility should highlight the moral obligation that the business of the company is the business community and a leader able to generate commitment, motivation, and influence the behavior of subordinates based on the values held to achieve organizational goals.

Government pressure on the implementation of CSR is still accompanied by various CSR issues and trends in the global economy. Efforts to increase awareness of the importance of the participation of companies in the implementation of social responsibility in order to continue to protect the environment and natural resources are scarce by emphasizing the sustainable economic development for the stakeholders and the company, particularly in the mining and energy sectors.

Based on existing phenomenon, the development of business and regulatory demands on the implementation of CSR and environmental policies today are more incentive, which is based on annual reports of companies, these companies, especially mining companies go public (LQ-45) have been running CSR well, in accordance with the demands of the law, even more. Instead, on the other hand still found cases and irregularities in the field such as damage to the environment (water, soil, air, and noise); conflicts with communities in term of social and religious issues; the various awards received by the company from both within and abroad but have not been able to address and reduce the incidence of new cases; the rules of the government in the implementation of CSR programs both in the environment surrounding the company or in other areas; global world requires the implementation of CSR more comprehensive and integrated as well as the demands of the role and leadership competencies the CSR program achievements and various other problems that arise. This is why the author and this research needs to be done. The extent to which the implementation of CSR, especially in the field of community development has been done, how it is doing and what is happening in the field and how the leader's role in the achievement of CSR performance.
Based on the description of the background, the purpose of this dissertation is to understand the key factors that determine the success of the performance of social responsibility, especially in the field of community development companies in the mining sector in Indonesia. The analytical method used in the study include Descriptive Statistics, Sast (Strategic Assumption Surfacing and Testing) and modeling using Structural Equation Model (SEM). Data processing is performed by using frequency analysis and cross tabulation analysis.

Results of a descriptive analysis illustrates the general majority profile of respondents in companies mining heavyweight Indonesia LQ-45 at the level of the position as superintendent/supervisor (superintendent) as many as 119 people and the rest as manager and executive managers. The majority of age of the respondents between the ages 35-44 years as many as 63 people and 45-54 year 81 people, respondents male sex as much as 159 people, the majority of educated terakhi S1 (103) and a long work more than seven years (> 7 years) as many as 152 people.

Results of correlation analysis showed that there is a positive association (0149) among level positions (positions) with leadership in LQ-45, the higher the position showing an increasingly strong leadership style. There is a positive relationship between the level of the position and the culture of the organization, the level positions can determine how much employees understand and comprehend, run the organizational culture of the company. There is a positive relationship between education and employee engangement.

Results of research methods SAST provide results that are considered important strategic assumptions and must relate to 10 Issues and Trends CSR is the integration of CSR (A2); supply chain (A6); competition of water resources (A8); transparency (A10); collaborative approach and profit sharing (A3); human rights issues (A4); local content (A5); work relationship (A9); NGO agenda (A7) and local license (A1)

For SEM, as a whole shows that the model has good construct reliability with each CR and VE amounted to 97.10(%) and 65.30(%), it already meets the terms and conditions in the model are reliable in the SEM. It means that the latent exogenous variables have a major contribution and a real and reliable on endogenous latent variables. All of these factors have a positive contribution to CSR performance, except on Leadership and Employee engangement variables. Leadership does not contribute significantly negative while the Employee engangement contribute significantly to CSR performance.

Keywords: CSR performance, employee engangement, organizational culture, organisational leadership, mining sector.