



*Hak cipta dilindungi Undang-Undang*

## SUMMARY

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 autor 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.

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