

**CORRELATION STUDY OF CHURCH LEADERSHIP TOWARDS CHURCH  
MEMBER COMMITMENT IN CHRISTIAN CHURCH OF INDONESIA  
DARMO SATELIT SURABAYA-JAWA TIMUR**

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**ABSTRACT**

*This research is based on a phenomenon where Christians feel they are free to choose where they want to go to worship every Sunday, going to church but without commitment and special involvement with the church where they worship. The present church's meaning moves to deviate from mutual communal worship activities to individualist choices and tastes. This research was conducted at Indonesian Christian Church in Indonesian Christian Church Darmo Satelit Surabaya domiciled in Surabaya, East Java to 100 congregations as research respondents by describing the influence between church leadership variable toward the commitment of congregation. The findings of this study are the influence of church leadership on the commitment of the congregation is positive with a value of 0.590 in the category of moderate and the regression equation is  $\hat{Y} = 33.887 + 0.818 X$ , which means that each increase of leadership style per-unit will increase the commitment of the congregation of 0.818 times.*

*Keywords : Church Leadership, Church Member Commitment, Indonesian Christian Church, Surabaya*

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**I. INTRODUCTION**

The phenomenon of churches in Indonesia has become interesting to observe. Many church members are moving around the church just as people move out of work. Christians feel that they are free to worship every Sunday, going to church without commitment and special involvement with the church where they worship. (Reformata, 2013).

The Church is the people (in the plural sense) who have been called from life in sin to belong to God. The Church shows that in it all who have repented

and accepted the gospel so that the Holy Spirit is born again, and are baptized then placed into a divine organization organized by human beings. (Mimery, 2001).

A congregation is a group of people who must be brought to the understanding of self-assessment, honestly acknowledging its existence, including discovering the weaknesses and strengths of the self or potential within itself and improving it through biblical teaching in the church.(Permana, 2015)

The commitment of the congregation is a state in which a congregation is faithful to a particular church

and its purposes and wishes to retain membership within that church which is understandable through affective Commitment, Continuous Commitment, Normative Commitment. Affective commitment is a commitment that involves personal characteristics, job characteristics, experience, and structural characteristics. Structural characteristics include the size of the organization, the presence of people, the extent of control, and the centralization of authority. A continuous commitment is a commitment that is influenced by the magnitude and/or amount of individual bets or investments, and the perception of the lack of other work alternatives. A person who feels sacrifice or invests heavily in an organization will feel the loss of leaving the organization because it will lose what has been given so far. Normative commitment is individual experience before entering into an organization that is influenced by experience in the family or socialization of culture and experience of socialization while in the organization. A person's normative commitment can be high if before entering into the organization, any family member already involved in the organization emphasizes the importance of allegiance to the organization.(Allen & Meyer, 1990)

Sugianto argues the church is a form of organization. The church is a form of the social group consisting of several members who have a shared perception of unity. If a group has been formed and realized together there is interdependence and give each other rewards and perceive themselves as a whole. Sugianto also argues that church leadership is a very important factor in building the commitment of the congregation.(Sugianto, 2011).

Tomatala provides the definition that church leadership is a dynamic, planned process in the context of Christian ministry concerning the time factor, place, and special situation in which God intervenes, calling himself a leader with full capacity to lead his people who group themselves in a church institution / organization to achieve God's purpose which brings benefits to leaders, subordinates, and the environment for and through His people, to the glory of His kingdom.(Tomatala, 2002)

Good leadership style (democratic, transformative) is preferred and will further encourage a person to have a higher commitment and loyalty.(Indrasari, 2017)

**II. RESEARCH METHODS**

This research is a correlational research, in this case, research aims to test the hypothesis that states the relationship between independent variables with the bound. The independent variables of this study are Leadership Style and the dependent variable is the Commitment of the Church.

This research was conducted at Indonesian Christian Church of Darmo Satelit Surabaya and domiciled in Surabaya, East Java. Respondents are adults who are at least 20 years old as many as 100 people.

The data were collected using a questionnaire consisting of 39 point statements using interval scales 1 through 5 indicating their level of approval of existing statements.

**III. RESULTS AND DISCUSSION**

1. Respondents in this study consisted of 64 male respondents and 36 female respondents.
2. Age of respondents is divided into three parts: young age (20-39 years), adult age (40-59 years) and old age ( $\geq 60$  years). From tabulation based on age, then get that entering category of young age to consist of 30 respondents, adults consist of 60 respondents and old consist of 10 respondents.
3. Crosstabulation of sex to organizational commitment showed that male sex group ( $64/60 \times 100\%$ ) = 93,75% showed that high level of commitment of congregation was lower than woman ( $36/35 \times 100\%$ ) = 97,2 %.

**Table: Commitment of the Church (KJ) \* Sex Crosstabulation**

Count		Gender		Total
		Male	Female	
KJ	Medium	4	1	5
	Height	60	35	95
Total		64	36	100

4. Crosstabulation among respondents by education category is associated with commitment of the congregation. The result is that in the high school education class there is 94.4%, S1 graduate respondents have 95% organizational commitment and 100% postgraduate, indicating high organizational commitment.

**Komitmen Jemaat \* Education Crosstabulation**

Count		Education			Total
		SMA	Undergraduate	Post Graduate (S2 & S3)	
KJ	Medium	2	3	0	5
	Height	34	58	3	95
Total		36	61	3	100

5. Correlation between Leadership Style (X) to Member Church Commitment (Y) using regression analysis simple linear with  $\alpha = 0,05$  found  $R = 0,590$  and  $R$  square =  $0,349$ , which states that the influence of Leadership Style to Commitment of the Church has positive effect with value  $0,590$  in category moderate.  $R$  square shows the coefficient of determination which shows the contribution of this research is equal to  $0.349$  or  $34.9\%$  and  $65.1\%$  influenced by factors outside this study.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.590 <sup>a</sup>	.349	.342	4,480

a. Predictors: (Constant), Gaya Kepemimpinan

6. Correlation between Leadership Style (X) to Member Church Commitment (Y) has the equation of the Regression line  $\hat{Y} = 33,887 + 0,818 X$ , which means each increase of leadership style per-unit will increase the commitment of the congregation by  $0.818$  times.

**Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33.88793	3.628			.018
	Gaya Kepemimpinan	.590000	.113		7.241	.018

a. Dependent Variable: Komitmen Jemaat

is a variable relationship of leadership style to organizational commitment. There needs to be an enhancement of the church leadership style that includes transformational and situational leadership styles to increase the commitment of the congregation.

2.  $R$  square result of  $34.9\%$  indicates that it is necessary to have further research with regard to other variables such as verbal and non verbal communication.

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**IV. CONCLUSION**

1. Leadership style significantly influences the commitment of the congregation by  $0.590$  significantly at  $0.05$ , so it can be concluded there