THE INFLUENCE OF OUTSIDE ORGANIZATION LEADERS ON EMPLOYEES ACCEPTANCE AND COMMITMENT

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Abstract

The industry revolution 4.0 requires a multi-talented leader. To obtain the required leader, it is quite often found that the organization hired leaders from outside the organization. This is done to accelerate the growth of the organization quickly. This has advantages and disadvantages. This study aims to determine the influence of outside organization leaders on the acceptance and commitment of employees. Data were collected from an educational organization in Indonesia through focused group discussions and in-depth interviews. Respondents were drawn from various managerial and non-managerial layers. Content analysis was applied to analyze the data. In addition, a comparison between managerial and non-managerial groups was done to analyze the employee acceptance and commitment.

*Keywords***:** Leadership, Employee Acceptance, Employee Commitment.