

ABSTRACT

A leader is like the captain on a ship, and an organization is like a ship that there are many passengers on board, so the safety of a ship depends on the captain. If the captain tried to crash the ship into a coral reef, of course we can sure that the ship would go down and all the passengers will feel suffer. But this story can not be taken for granted, because there are few studies that reveal the magnitude of the role of followers in an organization. To study the role of followers in the success of an organization Kelley (1992) defines followership as a capacity and willingness to perform a particular behavior with the aim to participate in meeting common goals. Based on this phenomenon, this study will be the theme "Mapping followership types of Kelley's Model" to elaborate in more detail about the type of followership employees at PT. Sinar Niaga Sejahtera. Once the mapping is done then will be illustrated the followers effectiveness in supporting organizational performance. According to Howell & Mendez (in Bennis, 2008) effective followers able to show the competence and master the necessary skills to perform well in the workplace and is useful for organizations. Effective followers can manage themselves well and able to work without close supervision.

This study used a qualitative method with phenomenological approach. To support the acquisition of in-depth data used data collection through structured interviews and documentation with the tape recorder and photo research to the five primary sources namely PT. Sinar Niaga Sejahtera, and three resource persons namely secondary research supervisor from primary sources. Analysis of data using qualitative analysis, and validity of the data was conducted using triangulation.

The results of this study indicate the type of followership of employees of PT. Sinar Niaga Sejahtera is different. The subject A has a type of sheep followers who have not been able to demonstrate the effectiveness of its work, the subject B and the type of pragmatics followers have already seen the effectiveness of its work, and the subject C, D, E has the type of the yes people followers are already quite visible effectiveness of its work.

Keywords : Followership, Kelley's Model, Mapping Type Followership