

Abstract

The purpose of this research is to analyze multicultural leadership practice at PT. Terminal Petikemas Surabaya and to analyze perceptions of Indonesian employees about multicultural leadership practices at PT. Terminal Petikemas Surabaya. Variables of this research are Hofstede's Culture Dimensions (Power Distance, Collectivism, and Uncertainty Avoidance) and Leadership Roles (Modelling, Pathfinding, Empowering and Aligning). This research conducted at PT. Terminal Petikemas Surabaya, respondents this research is 10 employees. Method of this research is qualitative method by interview each respondents.

Results of this study prove and conclude that: (1) Indonesian leaders have applied paternalistic leadership and expatriate leaders (Republic Dominica and Morocco) have applied transformasional leadership, (2) Local employees can accept the presence of multicultural leaders in the company, although expatriate leaders feel scared at the beginning.

Keywords : Multicultural Leadership, Hofstede's Culture Dimensions, Leadership Roles.