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## Enhancing the Performance Commitment of the Task Force for the Prevention and Handling of Sexual Violence through an Organizational Leadership Approach at the Academy of Hospital Administration Mataram

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**Abstract:** Sexual violence in academic settings has become a serious concern, and the role of the Task Force for the Prevention and Handling of Sexual Violence in Higher Education (PPKPT) at the Academy of Hospital Administration Mataram (AARS) is particularly crucial. This study aims to offer a solution by employing an Organizational Leadership approach as a key strategy to strengthen the performance commitment of the task force. A qualitative descriptive method was applied, with data collected through three stages: (1) participatory observation, (2) interviews and documentation, (3) focus group discussions (FGDs). Data analysis followed several steps, including data reduction, data presentation, source triangulation, and conclusion drawing. The findings indicate that: (1) the Organizational Leadership approach plays a strategic role in enhancing the performance commitment of the PPKPT task force at AARS through visionary, communicative, and supportive leadership that fosters emotional engagement, moral responsibility, and member motivation; (2) the performance commitment of the task force is currently at a consolidation stage, marked by active involvement of some members in reporting and socialization, although improvements are still needed in participation, technical understanding, and self-confidence; and (3) effective leadership strategies include: (a) a clear and inspiring vision, (b) open and regular communication, and (c) continuous motivation and recognition. By optimizing these strategies, the PPKPT task force is expected to perform its duties more effectively in preventing and responding to sexual violence while supporting the achievement of the institution's vision and mission.

**Keywords:** Commitment, Task Force Performance, Organizational Leadership, Leadership Strategies, Sexual Violence

### INTRODUCTION

Sexual violence within academic settings has become a serious concern (Putra & Sofianti, 2025) with reported cases in higher education continuing to rise. According to complaint data

received by the National Commission on Violence Against Women (Komnas Perempuan), a total of 4,178 cases of violence against women were recorded in 2024. Of these, 82 cases of sexual violence occurring in higher education institutions were reported between 2021 and 2024 (Komnas Perempuan, 2025). The role of the Task Force for the Prevention and Handling of Sexual Violence (PPKS) at the Academy of Hospital Administration Mataram is therefore crucial in addressing these challenges.

However, the task force's performance commitment remains relatively low. This is evidenced by the lack of proactive reporting of cases only two out of seven members actively submit reports-limited participation in preventive socialization activities, with only two to three members regularly educating students, and a declining understanding of case-handling procedures. Furthermore, an internal evaluation revealed that four of the seven members felt they had not received clear guidance, which negatively affected the timeliness of their response to sexual violence reports.

For an organization to function harmoniously and achieve its performance goals, organizational commitment among its members is essential (Jumadi et al., 2023). The low level of performance commitment among the task force members may be attributed to several factors, including the absence of a clear vision, insufficiently supportive leadership, ineffective communication, low member motivation, and the lack of a reward system that could enhance engagement and accountability (Fabrizza & Susanty, 2024).

Nenobais, in his research, emphasized that without effective leadership, organizations become static and ultimately fail to achieve their goals. His study on the application of servant leadership in business, public, and nonprofit organizations demonstrated significant outcomes in improving employee performance and commitment toward achieving organizational objectives, vision, and mission (Nenobais, 2022). This finding underscores that supportive and empowering leadership is essential for enhancing both commitment and performance, including in the context of the PPKPT task force.

To address these challenges, the present study proposes the Organizational Leadership approach as the primary strategy for strengthening the performance commitment of the task force (Pratiwi & Verawati, 2021). This approach emphasizes the importance of creating a clear vision, fostering open communication, providing continuous support and motivation, and developing a reward system that enhances member engagement. Organizational leadership is crucial, as leaders hold a strategic role in driving the achievement of organizational goals in alignment with its vision and mission (Yusmansyah et al., 2024). By adopting this strategy, the PPKPT task force at the Academy of Hospital Administration Mataram is expected to perform its role more effectively in preventing and responding to cases of sexual violence within academic settings. Based on this background, the research questions are formulated as follows: How can the Organizational Leadership approach enhance the performance commitment of the task force? What leadership strategies are most effective in strengthening this commitment to enable the task force to perform its duties optimally?

The urgency of this research lies in building upon prior studies. A previous study conducted by the authors, entitled *The Influence of Organizational Support on the Commitment of the PPKPT Task Force in the Prevention and Handling of Sexual Violence in Universities*, demonstrated that organizational support significantly affects task force commitment (Putra & Sofianti, 2025). However, that study did not thoroughly examine the more specific commitment factors influencing task force performance. Therefore, this research seeks to deepen the understanding of performance commitment through the lens of Organizational Leadership, focusing on the Academy of Hospital Administration Mataram as the study site.

### **Conceptual Framework**

The conceptual framework of this study was developed to illustrate the logical relationship between organizational leadership and the enhancement of the performance

commitment of the Sexual Violence Prevention and Handling Task Force (PPKPT) at the Academy of Hospital Administration (AARS) Mataram.



**Figure 1.** Conceptual Framework

## METHOD

According to (Sugiyono, 2022), the descriptive qualitative method is a research approach used to study natural phenomena with the researcher as the key instrument. Data are collected through triangulation techniques (observation, interviews, and documentation) to capture deep meaning, uniqueness, and to generate hypotheses based on inductive and narrative data rather than numerical generalizations. This study employed a descriptive qualitative method with data collection conducted in three stages: (1) participatory observation, (2) interviews and documentation, and (3) focus group discussions (FGDs). The data analysis procedure involved several steps, namely data reduction, data presentation, source triangulation, and conclusion drawing.

## RESULTS AND DISCUSSION

### Research Findings

This study was conducted at the Academy of Hospital Administration Mataram with a focus on the Task Force for the Prevention and Handling of Sexual Violence (PPKPT Task Force). Data were collected through participatory observation, in-depth interviews with seven task force members, and focus group discussions (FGDs). The findings of this study are presented in three main areas: (1) The current condition of the task force’s performance commitment. (2) Factors influencing the sustainability of performance commitment. (3) The role of the Organizational Leadership approach in strengthening the task force’s performance commitment.

### 1. Current Condition of Task Force Performance Commitment

Based on observations and interviews, the performance commitment of the task force is still in the developmental stage and requires further reinforcement. This is reflected in the following findings: (a) Of the seven task force members, two have been actively submitting regular case reports, while the others are still in the process of adapting to the reporting mechanism. (b) Participation in preventive socialization activities has been initiated, although only two to three members are consistently involved. This indicates a potential that can be further developed. (c) The level of understanding regarding case-handling procedures varies

among members. Some are familiar with the reporting and assistance process, while others still require capacity building through additional training. (d) Findings from the FGD revealed that several members expressed the need for more intensive technical guidance and direction in order to perform their roles with greater confidence.

## **2. Factors Influencing Performance Commitment**

From the interviews and focus group discussions, several factors were identified as influencing the performance commitment of the task force, including: (a). Leadership direction: Some members emphasized the need for more systematic guidance from leadership regarding the roles and responsibilities of task force members. (b). Internal communication: A more regular and open communication mechanism is required to ensure that all members receive consistent information about case developments and task force activities. (c). Motivation and recognition: Task force members stated that the establishment of a reward system-whether through formal appreciation or other forms of acknowledgment-would further strengthen their motivation. (d). Supporting resources: Several members highlighted the need to enhance supporting facilities, such as a more representative counseling space, more comprehensive educational materials for socialization, and the utilization of online applications for case reporting.

## **3. The Role of the Organizational Leadership Approach in Strengthening Commitment**

The findings indicate that task force members perceive organizational leadership as highly influential in reinforcing their commitment. From the FGDs, three main leadership strategies were identified as effective in supporting task force performance: (a). A clear and inspiring vision: Members expressed the need for a more structured vision statement and specific performance targets for the task force, which would give them a stronger sense of shared purpose. (b). Open and supportive communication: Members emphasized the importance of regular communication forums (e.g., evaluation meetings, case-sharing sessions) to provide space for open and synergistic discussions. (c). Motivation and recognition: Members suggested that formal acknowledgment from the institution of the task force's contributions-such as certificates, incentives, or mentions in official forums-would serve as a valuable motivator.

Overall, the results of this study demonstrate that the Organizational Leadership approach has strong potential to enhance the performance commitment of the task force, particularly through communicative, supportive leadership that provides sustained motivation and recognition.

## **Discussion**

This discussion focuses on the relationship between the current condition of the PPKPT task force's performance commitment, the factors influencing it, and the role of Organizational Leadership in strengthening that commitment.

### **1. Current Condition of Task Force Performance Commitment**

The findings indicate that the performance commitment of task force members is still in the stage of strengthening and development. While several members have demonstrated active involvement in case reporting and outreach activities, the level of engagement varies across individuals. This reflects the dynamic nature of organizational commitment, which, as highlighted by (Paparibet et al., 2024), is a multidimensional psychological attachment encompassing affective, normative, and continuance components. In the context of the task force, the observed variation in engagement more closely represents affective and normative commitment, which continue to evolve alongside the reinforcement of leadership, motivation, and organizational support.

One member of the task force expressed:

*“I am already accustomed to reporting, but some of my colleagues are still adjusting. With regular guidance, I am confident that everything would run more smoothly.”*  
(Respondent 3, Interview, 2025)

This statement underscores the potential for enhancing collective engagement through consistent mentoring and guidance. Supporting this perspective, (Muhsinin et al., 2024) emphasize that transformational leadership and interpersonal communication play a crucial role in strengthening organizational commitment within higher education institutions. Similarly, Pangaribuan & Satrya, (2024) found in the public sector that knowledge management practices supported by transformational leadership reinforce organizational commitment and positively influence employee performance. Furthermore, (Marhouni & Pali, 2025) demonstrate that leadership styles emphasizing clear managerial communication directly contribute to improved job satisfaction, performance, and organizational commitment. In line with these findings, (Godbersen et al., 2024) reveal that servant leadership-particularly through empowerment and authenticity-enhances members’ commitment to their leaders, which in turn strengthens overall organizational commitment.

## **2. Factors Influencing Performance Commitment**

The study highlights leadership, communication, motivation, and supporting facilities as key determinants in strengthening the performance commitment of the PPKPT Task Force at AARS Mataram. This finding is consistent with Fabriza & Susanty, (2024), who emphasized that leadership support and reward systems play a significant role in building organizational commitment.

As one respondent noted:

*“If communication among members were facilitated more frequently, we could be more cohesive. Sometimes there is information that not all members are aware of.”*  
(Respondent 5, FGD, 2025)

This statement underscores the importance of open communication in fostering team synergy. Similarly, the provision of recognition for member contributions can enhance motivation, as illustrated in another response:

*“If our efforts are appreciated, even in a simple way, it motivates us to be more active.”*  
(Respondent 2, Interview, 2025)

Thus, leadership, communication, motivation, and recognition represent not only technical necessities but also psychological needs for members of the PPKPT Task Force. These factors significantly influence performance commitment, aligning with the definition of employee performance as the attainment of work outcomes that meet organizational standards, shaped by a fair and supportive work environment (Pandi, 2021; Dimas & Abadiyah, 2024). Moreover, organizational rewards and support do not merely enhance commitment but also contribute directly to the quality of task force performance outputs. This is reinforced by Rai & Koodamara, (2025), who demonstrated that trust in leadership affects organizational commitment across affective, normative, and continuance dimensions, whereas poor communication may foster employee silence, thereby weakening commitment (Rai & Koodamara, 2025). Expanding on this, Joo & Hong, (2025) proposed a predictive model of organizational commitment, showing that a combination of leadership, communication, motivation, and individual characteristics significantly explains variations in organizational commitment.

## **3. The Role of Organizational Leadership in Strengthening Commitment**

Organizational leadership functions as a critical foundation for enhancing the performance commitment of the PPKPT Task Force. As noted by Putri & Sumartik, (2024), organizational leadership extends beyond task control to serve as an inspirational force that

builds vision, values, and organizational culture. This perspective aligns with transformational leadership theory Wibowo & Suhana, (2025), which emphasizes *idealized influence*, *inspirational motivation*, *intellectual stimulation*, and *individualized consideration*. When leadership is visionary and supportive, members are more likely to cultivate strong affective commitment, thereby improving the overall quality of performance. Recognition and appreciation, as highlighted in this study, are consistent with the findings of Jaya et al. (2024), who demonstrated that the synergy of leadership and organizational culture strengthens members' emotional attachment to their institution.

The findings further underscore the relevance of organizational leadership in reinforcing commitment. Clear vision, open communication, and sustained motivation and recognition emerge as key elements. As one respondent explained:

*"If there is clear direction from the leadership about our targets and roles, it makes us more confident and united."* (Respondent 1, FGD, 2025)

This aligns with transformational leadership theory, which highlights the leader's role in inspiring and motivating members (Saif et al., 2025). Evidence from *The Impact of Leadership Commitment and Process Management on Organisational Productivity* (Yangailo & Kabela, 2025) further confirms that top leadership commitment has a significant effect on organizational productivity, with transformational leadership serving as an important mediating factor.

Motivation and recognition also emerged as essential aspects. As another participant emphasized:

*"We feel more motivated when our hard work is acknowledged and officially recognized by the institution."* (Respondent 6, Interview, 2025)

This reflects the importance of leadership strategies that prioritize recognition in strengthening members' intrinsic motivation. Supporting this view, (Gavya & Subashini, 2024) in *The Role of Leadership Styles in Fostering Organizational Commitment* found that both transactional and transformational leadership styles positively influence organizational commitment, particularly affective and normative dimensions.

In summary, organizational leadership represents a strategic approach that bridges institutional needs with members' personal commitment, thereby enabling the PPKPT Task Force to perform more effectively and sustainably.

## CONCLUSION

The conclusions of this study are as follows: (1) The Organizational Leadership approach plays a strategic role in strengthening the performance commitment of the PPKPT task force at the Academy of Hospital Administration Mataram. The implementation of visionary, communicative, and supportive organizational leadership fosters members' emotional attachment to their duties, reinforces their sense of moral responsibility, and enhances motivation to contribute actively. (2) The current performance commitment of the task force is at a stage of reinforcement and development. Several members have demonstrated active involvement in case reporting, preventive socialization, and understanding of case-handling procedures. However, there remains a need to expand collective participation, deepen technical knowledge, and build greater confidence in carrying out their responsibilities. (3) Effective leadership strategies for strengthening task force performance commitment encompass three key aspects: (a) a clear and inspiring vision that aligns all members toward shared goals; (b) open and regular communication that facilitates coordination, trust, and a sense of togetherness; and (c) continuous motivation and recognition, both formal appreciation and informal acknowledgment, which strengthen intrinsic motivation and enhance member engagement. By optimizing these Organizational Leadership strategies, the PPKPT task force is expected to play a more effective role in preventing and addressing sexual violence within academic settings while contributing to the achievement of the institution's vision and mission.

For the Academic Leadership: establish measurable targets for the PPKPT task force, conduct regular evaluations, and provide both formal and informal recognition to increase member motivation. For the PPKPT Task Force: strengthen internal coordination, ensure broader member involvement in preventive socialization and case assistance, and participate in continuous training programs. For Future Researchers: it is recommended to further examine the impact of organizational leadership implementation on performance commitment, thereby providing a more comprehensive understanding of how leadership styles influence the level of commitment and performance of individuals and teams in higher education institutions.

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