

## Hubungan antara followership dan self leadership pada profesi medical representative = The relationship between followership and self leadership in profession of medical representative

Maezar Maolana, author

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### Abstrak

Followership adalah suatu kemampuan dan keinginan untuk melakukan tingkah laku tertentu dengan tujuan untuk berpartisipasi dalam memenuhi tujuan bersama (Kelley, 1992). Menurut Manz dan Sims (dalam Zyl, 2012) self-leadership adalah filosofi dan sekumpulan set strategi tindakan dan mental yang sistematis untuk mengarahkan seseorang kepada kinerja yang lebih tinggi dan efektif. Dikotomi peran sebagai leader dan follower di organisasi seringkali ditemui, pada kenyataannya banyak peran-peran atau fungsi-fungsi pekerjaan tertentu dituntut bukan hanya menjadi follower namun juga sebagai leader. Profesi medical representative dituntut untuk berperan sebagai leader dan follower, hal ini menjadi alasan utama peneliti menjadikannya sebagai sample dalam penelitian ini. Peneliti menduga terdapat hubungan antara followership dan self-leadership, terutama dalam hal partisipasi aktif, inisiatif, dan perilaku positif yang mengarahkan pada keberhasilan organisasi. Penelitian ini menggunakan alat ukur Revised Self-Leadership Questionnaire (RSLQ) yang dikembangkan oleh Houghton dan Neck (2007), dan Followership Questionnaire yang dikembangkan oleh Kelley (dalam Burke, 2009). Penelitian dilakukan terhadap 50 medical representative. Menghasilkan temuan bahwa terdapat hubungan yang signifikan antara followership dan self-leadership ( $r = .455, p < 01, \text{two-tailed}$ ), artinya semakin tinggi self-leadership seseorang maka ia juga akan menjadi follower yang efektif, sebaliknya semakin rendah self-leadership seseorang maka ia juga akan menjadi follower yang semakin tidak efektif. Hasil penelitian ini menunjukkan pentingnya pemahaman yang lebih baik tentang followership dan self-leadership khususnya bagi perusahaan dan individu yang memiliki peran dikotomi sebagai leader dan follower.

.....Followership is an ability and willingness to perform certain behaviors in order to participate in meeting common goals (Kelley, 1992). According to Manz dan Sims (in Zyl, 2012) self-leadership is a philosophy and a set of actions and mental sets of strategies that systematically direct a person to a higher performance and effectiveness. Dichotomous role as leader and follower in an organization often encountered, in fact a lot of roles or specific job functions are required not only to be a follower but as well as leader. The profession of medical representative required to have both as leader and follower roles, this become main reason researcher make it as sample in this study. Researcher speculates that there is a relationship between self-leadership and followership, particularly in terms of active participation, initiative, and positive behaviors that leads to organizational success. This study uses the Revised Self-Leadership Questionnaire (RSLQ) developed by Houghton dan Neck (2007), and Followership Questionnaire developed by Kelley (in Burke, 2009). The study was conducted on 50 medical representatives. The result is that there is a significant relationship between self-leadership and followership ( $r = .455, p < 01, \text{two-tailed}$ ), thus, the higher a person's self-leadership he will also become an effective follower, conversely the lower the person's self-leadership he will also become a follower of increasingly ineffective. The results of research demonstrate the importance of better knowledge about followership and self-leadership for company or individual that has dichotomous role as leader and follower.