

Peran leader member exchange sebagai mediator dalam hubungan taktik sosialisasi atasan terhadap newcomer attitudes : studi kasus pada bank XYZ = The Role of leader member exchange as mediator in the relationship between supervisory socialization tactics and newcomer attitudes : a case study in bank XYZ / Aliya Izet Adrianto

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Abstrak

ABSTRAK:

Penelitian ini bertujuan untuk mengetahui peran Leader-member Exchange sebagai mediator dalam hubungan antara taktik sosialisasi atasan dengan newcomer attitudes. Penelitian ini dilakukan pada Bank XYZ dengan jumlah responden sebesar 107 orang yang merupakan newcomer pada bank tersebut. Sampel diambil dengan menggunakan teknik purposive sampling. Analisis data dilakukan dengan menggunakan teknik Structural Equation Model (SEM) dengan metode Partial Least Square (PLS). Hasil penelitian ini menemukan bahwa persepsi newcomer tentang LMX memediasi hubungan antara Taktik Sosialisasi Atasan ke dua newcomer attitudes yakni, Occupational Identification dan Person-organization Fit, namun tidak halnya ke Job Satisfaction.

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ABSTRACT:

The purpose of this research is to examine the role of leader-member exchange (LMX) as a mediator of supervisory socialization tactics and newcomer attitudes. By using purposive sampling technique, this research was conducted in Bank XYZ with 107 respondents who are newcomers. Data analysis used Structural Equation Model (SEM) technique with Partial Least Square (PLS) method. This research found that newcomer perception of LMX mediates the relationship between supervisory socialization tactics and two newcomer attitudes, which are Occupational Identification and Person-organization Fit. The mediating role does not apply to another newcomer attitude, Job Satisfaction.