

# Hubungan antara work values dan followership pada pegawai negeri sipil di Kementerian X, Y dan Z = The relationship between work values and followership in civil services at X, Y and Z Ministries

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## Abstrak

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan yang signifikan antara Work Values dan Followership pada Pegawai Negeri Sipil. Pengukuran followership menggunakan alat ukur Kelley's Followership Questionnaire (Kelley, 1992) dan pengukuran work values menggunakan alat ukur Work Values Inventory (Wu, 1996). Penelitian melibatkan 300 PNS pada tiga instansi pemerintah di Jakarta. Dengan tehnik korelasi Pearson disimpulkan bahwa terdapat hubungan yang signifikan antara work values dan followership ( $r = .613$ ,  $n = 300$ ,  $p < .01$ , two-tails). Dengan demikian berarti 37,5% variasi skor yang terjadi pada followership dapat dijelaskan oleh work values, khususnya melalui sub variabel, self growth, self realization, self esteem, social interaction consideration dan security and economic consideration.

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This study aims to determine whether there is a significant relationship between Work Values and Followership in the Civil Service. Followership measurement using Kelley's Followership Questionnaire (Kelley, 1992) and measurement of work values using Work Values Inventory (Wu, 1996). The study involved 300 civil service in three ministries in Jakarta. With the Pearson correlation technique concluded that there was a significant relationship between work values and followership ( $r = .613$ ,  $n = 300$ ,  $p < .01$ , two-tails). Thus implies a 37.5% variation in scores that occurred on followership can be explained by the work values, particularly through the sub-variables, self growth, self realization, self esteem, social interaction and economic security consideration and consideration.