

## Hubungan psychological ownership dengan employee silence = The relationship between psychological ownership and employee silence

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Abstrak

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Dampak negatif yang ditimbulkan employee silence dapat mengancam eksistensi dan efektivitas setiap organisasi. Terbatasnya literatur ilmiah yang menjelaskan anteseden-anteseden employee silence menjadikan topik ini sangat perlu diteliti. Penelitian ini bertujuan untuk menguji hubungan antara job based dan organizational based psychological ownership dengan acquiescent silence dan defensive silence. Data diperoleh dengan metode survei dari 276 karyawan di salah satu institusi pemerintahan Indonesia. Hasil pengujian hipotesis menunjukkan bahwa job based psychological ownership memiliki hubungan negatif dengan acquiescent silence ( $B=-0,284$ ;  $p<0.001$ ) dan defensive silence ( $B=-0,300$ ;  $p<0.001$ ). Sedangkan pada organizational based psychological ownership hanya ditemukan hubungan negatif dengan acquiescent silence ( $B=-0,222$ ;  $p<0.01$ ).

**ABSTRACT**

Negative effects of employee silence have always been threatening both existences and effetiveness organization. Literature that explained the antecedents of employee silence is still limited. The objective of this study is to examine the unique relationship between both job based and organizational based psychological ownership with employee silence. Data collected from 276 employees from Indonesian government institution showed different relationship from both psychological ownership. Hypotheses testing showed that job based psychological ownership correlated negatively with acquiescent silence ( $B=-0,284$ ;  $p<0.001$ ) and defensive silence ( $B=-0,300$ ;  $p<0.001$ ). In addition to that, organizational based psychological ownership correlated negatively only with acquiescent silence ( $B=-0,222$ ;  $p<0.01$ ).