

Hubungan antara kepemilikan psikologis traditionality dan employee voice = The relationships between psychological ownership traditionality and employee voice / Krisanti Sekar

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Abstrak

ABSTRAK

Employee voice sebagai perilaku yang terikat dengan konteks dibutuhkan untuk pengembangan organisasi. Sayangnya, employee voice masih jarang diteliti di Indonesia. Penelitian ini berusaha mengetahui hubungan antara kepemilikan psikologis (berbasis pekerjaan dan berbasis organisasi) dan budaya traditionality dengan employee voice. Responden penelitian adalah pegawai di sebuah institusi pemerintahan dengan jumlah responden sebanyak 244 orang. Data employee voice diperoleh melalui metode peer-rating. Hasil penelitian menunjukkan bahwa kepemilikan psikologis berbasis pekerjaan mampu memprediksi munculnya employee voice. Keterbatasan serta saran untuk penelitian selanjutnya didiskusikan lebih lanjut.

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ABSTRACT

Employee voice as a context-specific behavior is needed for organization improvements. Unfortunately, employee voice is barely studied in Indonesia context. The purpose of this study is to find the relationship between psychological ownership (job-based and organization-based) and traditionality culture with employee voice. Respondents are employees in a public institution with total 244 respondents. The data of employee voice is collected using peer-rating method. Result had shown that job-based psychological ownership able to predict the presence of employee voice. Limitations and suggestions for future research are discussed.