

# Hubungan antara conscientiousness, self control, persepsi terhadap integritas atasan dengan sikap terhadap time theft : kohesi sosial sebagai moderator = The relationship between conscientiousness self control perceived supervisor behavioral integrity and attitude toward time theft moderated by social cohesion

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## Abstrak

[<b>ABSTRAK</b><br>

Time theft merupakan tindakan yang merugikan bagi organisasi, bukan hanya merugikan secara produktifitas tetapi juga secara ekonomis. Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara conscientiousness, self control, persepsi terhadap integritas atasan dan sikap terhadap time theft yang dimoderatori oleh kohesi sosial dengan sampel PNS (N=258) pada tiga instansi pemerintahan. Metode yang digunakan untuk mengukur sikap terhadap time theft menggunakan skenario kasus yang dikembangkan dari Kulas et al., (2007) sedangkan variabel lain dalam penelitian ini menggunakan self report. Hasil penelitian menunjukkan bahwa tidak terdapat hubungan antara persepsi terhadap integritas atasan dan sikap terhadap time theft ( $r=0,010$   $p>0,05$ ). Ditemukan hubungan antara conscientiousness dan sikap terhadap time theft ( $r=-0,235$ ,  $p<0,01$ ) dan self control dan sikap terhadap time theft ( $r=-0,195$ ,  $p<0,05$ ). Kohesi sosial memoderasi hubungan self control dan sikap terhadap time theft, tetapi tidak pada hubungan conscientiousness dan sikap terhadap time theft.

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<b>ABSTRACT</b><br>

Time theft is a disservice to the organization, not only harm in productivity but also economically. This research aims to examine the relationship between conscientiousness, self-control, perceived supervisor behavioral integrity and attitude towards time theft: moderated by social cohesion. Sampel of this research is civil servant (N = 258) at three government institutions. Attitude toward time theft is measured using case scenarios developed from Kulas et al.,(2007) and other variabel in this research measured using self report. The results shows that there is no correlation between perceived supervisor behavioral integrity and attitude toward time theft ( $r=0.010$   $p> 0.05$ ). There is correlation between conscientiousness and attitude toward time theft ( $r= -0.235$ ,  $p <0.01$ ) and self-control and attitude toward time theft ( $r= -0.195$ ,  $p <0.05$ ). Social cohesion moderates the relationship between self-control and attitudes toward time theft, but not in the relationship between conscientiousness and attitude towards time theft, Time theft is a disservice to the organization, not only harm in productivity but also economically. This research aims to examine the relationship between conscientiousness, self-control, perceived supervisor behavioral integrity and attitude towards time theft: moderated by social cohesion. Sampel of this research is civil servant (N = 258) at three government institutions. Attitude toward time theft is measured using case scenarios developed from Kulas et al.,(2007) and other variabel in this research measured using self report. The results shows that there is no correlation between perceived supervisor behavioral integrity and attitude toward time theft ( $r=0.010$   $p> 0.05$ ). There is correlation between conscientiousness and attitude toward time theft ( $r= -0.235$ ,  $p <0.01$ ) and self-control and attitude toward time theft ( $r= -0.195$ ,  $p <0.05$ ).

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