

Hubungan antara voice efficacy psychological safety dan persepsi bawahan terhadap perilaku etis atasan dengan employee voice behavior = The relationship between voice efficacy psychological safety and subordinate perceptions of supervisor s ethical behavior with employee voice behavior / Mutia Almira Rachmazamiati

Mutia Almira Rachmazamiati, author

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Abstrak

[ABSTRAK

Penelitian ini bertujuan melihat hubungan antara voice efficacy dan psychological safety dengan employee voice behavior dengan persepsi bawahan terhadap perilaku etis atasan sebagai moderator. Employee voice behavior diukur dengan menggunakan alat ukur dari Van Dyne dan LePine (1998), psychological safety diukur dengan alat ukur yang dikembangkan oleh Edmondson (1999), dan persepsi bawahan terhadap perilaku etis atasan diukur melalui Ethical Leadership Scale (Brown, Treviño, & Harrison, 2005). Hasil analisis menggunakan 244 data peer-report employee voice behavior dari sampel penelitian yaitu karyawan level pelaksana di Direktorat Jenderal Y menunjukkan bahwa voice efficacy berhubungan dengan employee voice behavior ($r=0,139; p<0,05$). Akan tetapi penelitian ini tidak menemukan dukungan bahwa psychological safety berhubungan dengan employee voice behavior ($r=0,006; p>0,05$) maupun efek moderasi persepsi bawahan terhadap perilaku etis atasan pada hubungan antara voice efficacy dan employee voice behavior ($r=0,108; p>0,05$). Sebanyak 7,3% varians dari employee voice behavior dapat dijelaskan oleh model penelitian ini. Dari segi teoretis, penelitian ini menyarankan untuk mengadakan penelitian longitudinal dan mengontrol variabel lain yang berhubungan dengan employee voice behavior. Dari segi manajerial, penelitian ini memberikan saran kepada manajemen Sumber Daya Manusia dengan membuat desain organisasi maupun coaching yang dapat meningkatkan employee voice behavior karyawan di dalam organisasi.

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ABSTRACT

This study investigates the relationship between voice efficacy and psychological safety with employee voice behavior and the role of subordinate perceptions of supervisor's ethical behavior as a moderator to voice efficacy- employee voice behavior relationship. Employee voice behavior was measured using the scale developed by Van Dyne and LePine (1998), psychological safety was measured by scale developed by Edmondson's (1999), and subordinate perceptions of supervisor's ethical leadership was measured using Ethical Leadership Scale (Brown, Treviño, & Harrison, 2005). The analysis using 244 peer-reported employee voice behavior data from Direktorat Jenderal Y shows that voice efficacy is related to employee voice behavior ($r=0,139; p<0,05$). The results also show that there is no relationship between psychological safety and employee voice behavior ($r=0,006; p>0,05$), neither the subordinate perceptions of supervisor's ethical behavior moderates relationship between voice efficacy and employee voice behavior ($r=0,108; p>0,05$). Moreover, 7,3% variance of employee voice behavior can be explained by the research model. From the theoretical side, this research

suggests future research to consider longitudinal design and controlling for more employee voice behavior related factors. From the managerial side, this research suggests the Human Resource Management to establish the organization design and coaching that enables employee voice behavior., This study investigates the relationship between voice efficacy and psychological safety with employee voice behavior and the role of subordinate perceptions of supervisor's ethical behavior as a moderator to voice efficacy-employee voice behavior relationship. Employee voice behavior was measured using the scale developed by Van Dyne and LePine (1998), psychological safety was measured by scale developed by Edmondson's (1999), and subordinate perceptions of supervisor's ethical leadership was measured using Ethical Leadership Scale (Brown, Treviño, & Harrison, 2005). The analysis using 244 peer-reported employee voice behavior data from Direktorat Jenderal Y shows that voice efficacy is related to employee voice behavior ($\beta=0,139; p<0,05$). The results also show that there is no relationship between psychological safety and employee voice behavior ($\beta=0,006; p>0,05$), neither the subordinate perceptions of supervisor's ethical behavior moderates relationship between voice efficacy and employee voice behavior ($\beta=-0,108; p>0,05$). Moreover, 7,3% variance of employee voice behavior can be explained by the research model. From the theoretical side, this research suggests future research to consider longitudinal design and controlling for more employee voice behavior related factors. From the managerial side, this research suggests the Human Resource Management to establish the organization design and coaching that enables employee voice behavior.]