

Efek dari kekhawatiran akan reputasi dan locus kendali terhadap gosip di tempat kerja = The effect of concerns for reputation and locus of control on gossip in the workplace

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20444250&lokasi=lokal>

Abstrak

ABSTRAK
Dari dasar teori impression management, kami menyelidiki apakah kekhawatiran terhadap reputasi di tempat kerja menyebabkan orang untuk menyebarkan gosip lebih positif, terutama ketika mereka memiliki locus of control internal. Kami membagikan kuesioner kritis insiden kepada 117 karyawan di perusahaan multinasional di Indonesia. Kami menemukan hubungan positif antara kekhawatiran akan reputasi dan gosip. Namun, kami tidak bisa membuktikan efek moderasi dari locus of control. Penelitian ini memberikan beberapa kontribusi. Pertama, kami memperluas fungsi strategis gosip di luar fungsi utama mereka. Kedua, kami membahas efek kekhawatiran untuk reputasi sebagai motivasi untuk perilaku tertentu dalam pengaturan organisasi.

ABSTRACT
From the basis of impression management theory, we investigate whether concerns for reputation in the workplace leads people to spread more positive gossip, especially when they have internal locus of control. Critical incident questionnaire were distributed to 117 employees in MNCs in Indonesia. We find a positive relationship between concerns for reputation and gossip. However, we could not prove the moderating effect of locus of control. This study bears several contributions. First, we expanded the strategic function of gossip beyond their primary functions. Second, we discuss the effect of concerns for reputation as a motivation for certain behavior in organization settings.