

Perilaku politik auditor internal di organisasi publik = Political behavior of internal auditor in public organization

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Abstrak

Perilaku politik di tempat kerja merupakan suatu hal yang wajar dan tidak bisa dihindari dalam berorganisasi. Perilaku politik dapat menjadi positif maupun negatif bagi organisasi tergantung pada cara dan tujuannya. Kurangnya perhatian manajemen terhadap perilaku politik menyimpang melatar belakangi peneliti untuk menjawab pertanyaan penelitian. Organisasi publik sebagai organisasi yang didirikan untuk melakukan pelayanan kepada masyarakat, diharapkan dapat memberikan pelayanan terbaik yang tercermin salah satunya dari perilaku karyawan. Selain itu Auditor internal sebagai tipe pekerjaan yang dilakukan secara tim mendorong karyawan untuk melakukan perilaku politik.

Penelitian ini bertujuan untuk mengetahui mengenai jenis, penyebab, dampak dan solusi atas perilaku politik auditor internal di organisasi publik. Dengan menggunakan metode fenomenologi dan pendekatan kualitatif, peneliti mewawancarai 10 orang auditor dari berbagai latar belakang, kemudian menganalisisnya dengan analisis coding.

Hasil penelitian menunjukkan auditor internal melakukan perilaku politik bertahan dan perilaku politik manajemen kesan. Penyebab yang mendorong perilaku politik auditor internal berasal dari individu karyawan dan organisasi. Perilaku politik dapat berdampak pada intrapersonal auditor, hubungan interpersonal maupun organisasi secara keseluruhan. Adapun solusi dalam mengatasi perilaku politik menyimpang dapat dilakukan dengan perbaikan dalam sistem SDM dan sistem budaya di organisasi.

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Political behavior at a work place is common and inevitable, It is like a double edged sword, in which one side this behavior would support the management, yet on the other side it could also turn into negative side and generate some drawbacks for organization. on the other side, Lack of management attention to political deviance is a factor that motivates the researcher to conduct a research on this topic. Public organization is expected to give the best service to its stakeholders, which excellence could be reflected by its employee`s behavior. Beside that, working as an internal auditor requires the employee to work as a team, therefore, getting involved in political behavior become inevitable.

This research focuses on types, causes, impacts and solutions for internal auditor`s political deviance. Using the phenomenological methodology and qualitative approach, the researcher has interviewed 10 ten auditors from various backgrounds in order to collect the data. Furthermore, those data has been analysed by using coding analysis method.

This research has come into 4 four main conclusions to aim the research focuses. The researcher has discovered 2 two types of negative political behavior, which are defensive political behavior and impulsive

management. The causes of negative political behavior are employee`s individual and organization. Negative political behavior could impact intrapersonal auditor, interpersonal relationship and organization as a whole. The researcher indicates solution to encounter the problem which management could possibly work by improving the human resource and organizational culture system.