

# Hubungan positive leader identity, social comparisons to man, dan leadership experience dengan woman/leader identity conflict = The relationship between positive leader identity social comparisons to man leadership experience and woman leader identity conflict

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## Abstrak

Woman/Leader identity conflict merupakan konflik yang terjadi pada pemimpin wanita akibat ketidaksesuaian tuntutan antar peran sebagai wanita dan pemimpin. Penelitian ini bertujuan untuk mengetahui apakah ada hubungan antara evaluasi positif yang dimiliki pemimpin wanita terhadap identitas kepemimpinannya positive leader identity, perbandingan diri yang dilakukan terhadap rekan kerja pria social comparisons to man, dan lama memimpin seseorang leadership experience dengan woman/leader identity conflict. Penelitian ini menggunakan dua studi. Studi pertama merupakan studi cross-sectional N=145 dengan metode pengukuran self-report berbentuk survey online. Untuk meminimalisir bias respon penelitian, pengambilan data diambil dalam dua tahap dengan waktu yang berbeda. Studi kedua merupakan studi kuasi-eksperimental N=70 between-subject design kelompok positive identity vs kelompok kontrol dengan jenis manipulasi tertulis straightforward manipulation. Hasil penelitian studi pertama menunjukkan bahwa terdapat hubungan negatif signifikan antara positive leader identity  $b=-0,376$ ,  $p$  ..... Woman leader identity conflict defined as conflict occurred when there was incongruity between the role of woman identity and leader identity on women in leadership position. This research purposed to investigate whether there are relationships between positive evaluations women leaders had on their leadership identity positive leader identity, social comparisons to their male coworkers social comparisons to man, and years of leadership leadership experience, with identity conflict on women leaders. This research used two studies. The first study was cross sectional study N 145 with self report in an online survey as the measurement method. To limit common method bias, collecting participant rsquo s data was done in two phases in different times. The second study was a quasi experimental N 70 between subject design positive leader identity group vs control group with written manipulation straightforward manipulation. The results of the first study revealed that there was negative significant relationship between positive leader identity  $b$  0,376,  $p$