

Peran self-related work commitment sebagai moderator pada hubungan antara trait kepribadian machiavellianisme dan perilaku kerja inovatif = Moderating role of self related work commitment on the relationship between machiavellianism personality trait and innovative work behavior

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Abstrak

ABSTRACT

Penelitian ini bertujuan untuk mengetahui peranan self-related work commitment sebagai variabel moderator pada hubungan antara trait kepribadian Machiavellianisme dan perilaku kerja inovatif. Data diperoleh dari 196 karyawan di beberapa perusahaan yang bergerak di bidang industri kreatif dan dianalisis menggunakan teknik analisis statistik regresi dengan program Macro Hayes PROCESS dalam SPSS Statistics 22. Skala perilaku kerja inovatif dari Janssen 2000 yang telah diadaptasi oleh Etikariena dan Muluk 2014 $r=0.82$ digunakan untuk mengukur perilaku inovatif di tempat kerja, Machiavellian Personality Scale yang diadaptasi dari Dahling dkk 2009 $r=0.89$ digunakan untuk mengukur kecenderungan trait kepribadian Machiavellianisme, dan alat ukur Employee Commitment yang diadaptasi dari Zettler dkk 2011 $r=0.94$ digunakan untuk mengukur self-related work commitment. Analisis moderasi menunjukkan bahwa self-related work commitment tidak dapat berperan sebagai moderator yang memperkuat hubungan antara trait kepribadian Machiavellianisme dan perilaku kerja inovatif. Implikasi secara teoretis dan praktis akan dibahas dalam penelitian ini.

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ABSTRACT

This study aims to determine the moderating role of self related work commitment on the relationship between Machiavellianism personality trait and Innovative Work Behavior. Data were collected among 196 employees from various creative industry companies and were analyzed using statistical regression analysis technique with Hayes PROCESS Macro program on SPSS Statistics 22. Innovative Work Behavior Scale from Janssen 2000 that has been adapted by Etikariena and Muluk 2014 was used 0.82 to measure innovative behavior in the workplace, Machiavellian Personality Scale from Dahling dkk 2009 was used to measure Machiavellianism personality trait 0.89 , and Employee Commitment from Zettler dkk 2011 was used to measure self related work commitment 0.94 . Moderation analysis showed that self related work commitment have no significant role on enhancing the positive relationship between Machiavellianism and Innovative Work Behavior. Theoretical and practical implications were discussed.