

Apakah self-monitoring memengaruhi hubungan antara job insecurity dan impression management? Studi pada karyawan di berbagai organisasi di Jakarta = Does self monitoring effect the relationship between job insecurity and impression management? A study of employees in various organizations in Jakarta

Nabilla Andriana, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20456993&lokasi=lokal>

Abstrak

Penelitian ini bertujuan untuk mengetahui efek moderasi dari self-monitoring pada hubungan antara job insecurity dan impression management. Menggunakan teori job adaptation dan teori self-monitoring sebagai pedoman, individu dengan self-monitoring yang tinggi akan memperkuat hubungan antara job insecurity dan impression management, karena mereka akan berusaha untuk menyesuaikan diri dengan keinginan perusahaan sehingga meningkatkan kemungkinan untuk melakukan impression management sebagai respon dari job insecurity yang dimilikinya. Data diperoleh dari karyawan dari berbagai organisasi di Jakarta N=281 dan dianalisis menggunakan macro Hayes PROCESS pada SPSS v. 21. Hasil menunjukkan bahwa terdapat pengaruh positif yang signifikan antara job insecurity dengan impression management. Akan tetapi, tidak ditemukan adanya efek moderasi self-monitoring pada hubungan job insecurity dan impression management.

.....

This study aims to investigate the moderating effect of self monitoring on the relationship between job insecurity and impression management. Drawing on the job adaptation and self monitoring theories, individuals with a high level of self monitoring will strengthen the relationship between job insecurity and impression management, in which they are more likely to adjust themselves according to what the organization expects, thus they are more likely to use impression management in response to job insecurity. Data were collected among employees from various organizations in Jakarta N 281 and were analysed using the Hayes Process macro on SPSS v. 21. Results indicated that there were a significant positive effects of job insecurity and impression management. However, there were no moderating effect of self monitoring on the relationship between job insecurity and impression management.