

Peran implicit leadership theories sebagai mediator hubungan antara leadership self-efficacy dan positive leader identity pada pemimpin perusahaan di Indonesia = The mediating role of implicit leadership theories in the relationship between leadership self-efficacy and positive leader identity on companies leader in Indonesia

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Abstrak

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Positive leader identity merupakan salah satu konsep diri yang penting untuk dimiliki seorang pemimpin. Berdasarkan perspektif teoritis claiming mengakui identitas diri sebagai pemimpin dan granting mengakui identitas orang lain sebagai pemimpin, penelitian ini bertujuan untuk melihat apakah implicit leadership theories memediasi hubungan antara leadership self-efficacy dan positive leader identity. Data diperoleh melalui 65 pasangan pemimpin dan bawahan pada perusahaan makanan dan minuman di Indonesia. Pengukuran dilakukan menggunakan alat ukur leadership self-efficacy perception scale, implicit leadership theories scale, dan collective self-esteem scale. Hasil analisis regresi lanjutan pada penelitian ini menunjukkan bahwa implicit leadership theories tidak memediasi hubungan antara leadership self-efficacy dan positive leader identity. Hasil ini memiliki implikasi bahwa granting yang diberikan bawahan kepada pemimpinnya untuk membentuk claiming dari pemimpin terhadap positive leader identity, tidak didasarkan pada penilaian dengan membandingkan sosok pemimpinnya dengan karakteristik pemimpin yang ideal.

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ABSTRACT

Positive leader identity is one of the most important self concept to be possessed by a leader, based on the theoretic perspective of claiming acknowledging one identity as leader and granting acknowledging others identity as leader, this research was trying to see, is implicit leadership theories mediate the relationship between leadership self efficacy and positive leader identity. Data was collected from 65 pairs of leader's and follower in food and beverages company in Indonesia. Scales used by this research is leadership self efficacy perception scale, implicit leadership theories scale, and collective self esteem scale. Result from the regression analysis shows that implicit leadership theories does not mediate the relationship between leadership self efficacy and positive leader identity. This result indicate that granting that was given by followers to their leader's in order to form their claiming on positive leader identity, does not fully based on the evaluation by comparing their current leader with ideal leader characteristics.