

Hubungan antara afek dan persepsi dukungan perusahaan dengan felt accountability karyawan = The relationship of affect and perceived organizational support with felt accountability in employees

Regina Candra Dewi, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20473493&lokasi=lokal>

Abstrak

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Felt accountability, atau persepsi akuntabilitas karyawan, merupakan salah satu faktor yang memegang andil dalam penentuan kesuksesan ataupun kegagalan perusahaan. Hal ini disebabkan, karyawan dengan felt accountability yang rendah, berisiko melakukan kecurangan yang mampu merugikan perusahaan. Sayangnya, meskipun konsekuensi dari felt accountability sudah banyak diketahui, namun masih minim penelitian yang berusaha mengetahui antesedennya.

Penelitian dengan desain korelasional ini dilakukan untuk mengetahui apakah afek positif, afek negatif, dan persepsi dukungan perusahaan memiliki hubungan dengan felt accountability. Untuk menghindari adanya common method bias, penulis memberikan jarak dua minggu antara pengambilan data variabel independen dan variabel dependen. Jumlah sampel yang digunakan pada penelitian skripsi inisebanyak 134 orang. Hasil analisis regresi majemuk menunjukkan bahwa afek positif, afek negatif, dan persepsi dukungan perusahaan memiliki hubungan yang signifikan dengan felt accountability. Riset ini memberi kontribusi empiris dalam mengangkat aspek individu dan situasi sebagai anteseden dari felt accountability.

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ABSTRACT

Felt accountability is one of the major factors that can determine the successor failure of a company. Employees with low felt accountability have a greater risk of doing fraud which can harm the company. However, despite the consequences of felt accountability have already been known, there is still little empirical research regarding its antecedents.

Research with the correlational design is under taken to investigate whether the relationship of positive affect, negative affect, and perceived organizational support towards felt accountability exist or not. To avoid the common method bias, there was two weeks delay between the first data taking and second data taking. The data were collected from 134 participants.

The result from multiple regression analysis shows that positive affect, negative affect, and perceived organizational support have significant relationships with felt accountability. This research provides empirical contribution in felt accountability research field by highlighting the person situation aspects as its antecedents.