

Pengaruh persepsi politik organisasi, knowledge sharing dan resilience terhadap organizational citizenship behavior di Unit Strategis Presiden = The effect of perceived organizational politics, knowledge sharing and resilience to the organizational citizenship behavior in The President's Strategic Unit

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Abstrak

ABSTRAK

Penelitian ini menganalisis bagaimana pengaruh dari persepsi politik organisasi, knowledge sharing dan resilience terhadap organizational citizenship behavior pegawai di Unit Strategis Presiden. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada seluruh 129 pegawai Unit Strategis Presiden, dengan jumlah responden yang memberikan jawaban sebesar 56 responden. Variabel persepsi politik organisasi diukur menggunakan Perception of Organizational Politics Scale (POPS) yang dikembangkan oleh Kacmar dan Carlson, variabel organizational citizenship behavior diukur dengan skala yang dikembangkan Podsakoff, variabel knowledge sharing diukur dengan menggunakan skala yang digunakan pada penelitian Evans, sedangkan variabel resilience diukur menggunakan skala yang dikembangkan oleh Näswall, Kuntz, & Malinen. Hasil penelitian ini menunjukkan terdapat hubungan positif yang signifikan antara knowledge sharing dengan organizational citizenship behavior. Hubungan positif dan signifikan juga ditemukan antara resilience dengan organizational citizenship behavior. Namun tidak ditemukan hubungan yang signifikan antara persepsi politik organisasi dengan organizational citizenship behavior di Unit Strategis Presiden.

ABSTRACT

This study analyzes the effects of perceived organizational politics, knowledge sharing and resilience to the organizational citizenship behavior in President's Strategic Unit. Data was collected by distributing questionnaires to all 129 Presidential Strategic Unit employees, with respondents giving answers was 56 respondents. The Perceived Organizational Politics variable was measured using Perception of Organizational Politics Scale (POPS) developed by Kacmar and Carlson, organizational citizenship behavior variable was measured using scale developed by Podsakoff, the knowledge sharing variable was measured using the scale used in Evans research, while the resilience variable was measured using the scale developed by Näswall, Kuntz, and Malinen. The results of this study show there is a significant positive relationship between knowledge sharing and organizational citizenship behavior. A positive and significant relationship was also found between resilience and organizational citizenship behavior. However, there is no significant relationship between organizational political perception and organizational citizenship behavior in The President's Strategic Unit.