

Pengaruh dimensi-dimensi personality dispositions dan social orientations terhadap relocation mobility readiness: studi pada pegawai badan pemeriksa keuangan = The impact of personality dispositions dan social orientations dimensions toward relocation mobility readiness: study of employee in the audit board of the republic indonesia

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Abstrak

ABSTRAK

Pengaruh Dimensi-Dimensi Personality Dispositions dan Social Orientations terhadap Relocation Mobility Readiness: Studi pada Pegawai Badan Pemeriksa Keuangan Pembimbing : Riani Rachmawati, S.E., M.A., Ph.D. Tujuan penelitian ini adalah untuk mengeksplorasi peran personality dispositions dan social orientations dalam menjelaskan relocation mobility readiness. Studi dilakukan pada pegawai Badan Pemeriksa Keuangan BPK . Sejumlah 374 pegawai nonstruktural BPK disurvei mengenai relocation mobility readiness, personality dispositions neuroticism, openness to experience, uncertainty tolerance dan social orientations social norm, individualism orientation, collectivism orientation dalam satu studi cross sectional. Analisis menggunakan regresi hierarki. Penelitian ini hanya dilakukan di BPK. Penelitian ini menunjukkan pengaruh personality dispositions dan social orientations terhadap relocation mobility readiness pada pegawai BPK, institusi pemerintah yang memiliki perwakilan di 34 provinsi di Indonesia. Semakin tinggi tingkat uncertainty tolerance dan social norm maka semakin siap individu untuk direlokasi. Semakin tinggi tingkat vertical collectivism maka semakin kurang siap individu untuk direlokasi. Kata Kunci : relocation mobility readiness, personality dispositions, social orientations, job relocation, job mobility, geographic mobility, institusi pemerintah, hierarchical regression.

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ABSTRACT

The Impact of Personality Dispositions dan Social Orientations Dimensions Toward Relocation Mobility Readiness Study of Employee in The Audit Board of The Republic Indonesia Counsellor Riani Rachmawati, S.E., M.A., Ph.D. The purpose of this research is to explore the role of personality dispositions and social orientations in explaining relocation mobility readiness. Case study held in The Audit Board of the Republik of Indonesia. A total of 374 nonstruktural employee of the Audit Board of the Republik of Indonesia were surveyed on their relocation mobility readiness, personality dispositions neuroticism, openness to experience, uncertainty tolerance and social orientations social norms, individualism orientation, collectivism orientation in one cross sectional studies. Hierarchichal regression used for analysis. This research only conducted in the Audit Board of the Republik of Indonesia. The study show that personality dispositions and social orientations influence relocation mobility readiness of employee in The Audit Board of the Republik of Indonesia, government institution in Indonesia, that have representatives in 34 province in Indonesia. High level of uncertainty tolerance and social norm made individuals more ready to relocate. High level of vertical collectivism made individu less ready to relocate. Keywords relocation mobility readiness, personality dispositions, social orientations, job relocation, job mobility, geographic mobility, government institution, hierarchical regression