

Hubungan antara power distance orientation dengan voice behavior: peran moderasi managerial openness = Relationship between power distance orientation and voice behavior: the role of managerial openness as moderator

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Abstrak

Penelitian ini bertujuan menginvestigasi peran moderasi managerial openness (keterbukaan atasan) terhadap hubungan power distance orientation (orientasi individu terhadap jarak kekuasaan atasan terhadap bawahan) dengan voice behavior (perilaku bersuara). Penelitian dilakukan dengan metode survei kepada 102 orang bawahan di Bank XYZ Jakarta.

Hasil moderated multiple regression menunjukkan bahwa power distance orientation berhubungan negatif dengan voice behavior ($\hat{\beta} = -0,16$, $p < 0,05$), tetapi managerial openness memperlemah hubungan negatif tersebut. Artinya, managerial openness berperan sebagai moderator antara power distance orientation dengan voice behavior ($\hat{\beta} = 0,14$, $p < 0,05$). Efek negatif power distance orientation terhadap voice behavior adalah sebesar 0,3 pada responden dengan managerial openness rendah, dan dapat berkurang menjadi 0 pada responden dengan managerial openness tinggi. Model yang dibangun menjelaskan 54% terjadinya voice behavior.

Hasil ini sejalan dengan social exchange theory yang menjelaskan bahwa individu mengembangkan dan mengevaluasi hubungan dengan individu lain mempertimbangkan konsekuensi dan upaya yang telah dilakukannya dan yang didapat dari organisasinya. Riset ini berkontribusi dalam menjelaskan interaksi managerial openness dan power distance orientation terhadap voice behavior.

.....This study aims to investigate the moderating role of managerial openness in the relation between power distance orientation (individual orientation towards superior power distance from subordinate) and voice behavior. The participants are 102 employees in the XYZ Bank Jakarta. Data is collected through online survey with scales reliability ranging from 0,72-0,87.

Moderated multiple regression analysis shows that power distance orientation is negatively related to voice behavior ($\hat{\beta} = -0,16$, $p < 0,05$), however managerial openness dampens the negative relation between power distance orientation and voice behavior. Thus, managerial openness is a significant moderator of the relationship between power distance orientation and voice behavior ($\hat{\beta} = 0,14$, $p < 0,05$). The negative power orientation effect of distance to voice behavior is 0,3 in respondents with low managerial openness, and can be reduced to 0 in respondents with high managerial openness. This model explains 54% of the construction of voice behavior.

This result supports the social exchange theory which explains the tendency of individuals to respond or behave in accordance to their relationship with other people and to their evaluation of the consequences of their behaviors. This study contributes to the understanding of the relationship between power distance orientation and managerial openness in constructing voice behavior.