

**Hubungan antara power distance orientation dan voice behavior dengan perceived organizational support sebagai moderator = Relationship between power distance orientation and voice behavior with perceived organizational support as moderator**

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## Abstrak

Penelitian ini bertujuan untuk menguji faktor individual (*power distance orientation*) dan kontekstual (*perceived organizational support*) yang mempengaruhi *voice behavior*. Penelitian menggunakan metode *online survey* menggunakan *google form* pada 103 karyawan yang berada di daerah DKI Jakarta dan sekitarnya menggunakan alat ukur dengan reliabilitas antara 0,77–0,81.

Hasil analisis *moderated regression* menunjukkan bahwa: (1) *power distance orientation* berpengaruh negatif terhadap *voice behavior*, (2) terdapat peran penting *perceived organizational support* sebagai moderator untuk menjelaskan hubungan antara *power distance orientation* dengan *voice behavior*. *Perceived organizational support* berperan dalam memperlemah hubungan negatif antara *power distance orientation* dengan *voice behavior*.

Model penelitian ini menjelaskan 38% terbentuknya *voice behavior*. *Perceived organizational support* tinggi menjadi faktor signifikan dalam memperkuat karyawan dengan *power distance orientation* rendah untuk semakin menunjukkan *voice behavior*. Penelitian ini berkontribusi pada interaksi antara *power distance orientation*, *perceived organizational support*, dan *voice behavior*.

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This study aims to examine individual (power distance orientation) and contextual (perceived organizational support) factors that affect voice behavior. The study utilized online survey method using google form on 103 employees in DKI Jakarta and its surrounding areas using a measuring instrument with reliability between 0.77-0.81.

The results of moderated regression analysis show that: (1) power distance orientation has a negative effect on voice behavior, (2) perceived organizational support as a moderator has important role in explaining the relationship between power distance orientation and voice behavior. Perceived organizational support dampens the negative relationship between power distance orientation and voice behavior.

This research model explains 38% of the formation of voice behavior. High perceived organizational support is a significant factor in strengthening employees with low power distance orientation to increasingly show voice behavior. This research contributes to the interaction between power distance orientation, perceived organizational support and voice behavior.