

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*.

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*.