

Analisis pengaruh abusive supervision terhadap employee creativity dengan sleep deprivation, emotional exhaustion, dan self efficacy sebagai mediator: studi pada karyawan stasiun televisi di Indonesia =
The effect of abusive supervision on employee creativity with sleep deprivation, emotional exhaustion, and self efficacy as mediators

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Abstrak

Penelitian ini bertujuan untuk memahami pengaruh abusive supervision terhadap employee creativity dan juga dengan mempertimbangkan pengaruh tidak langsung apabila dimediasi oleh sleep deprivation, emotional exhaustion, dan self efficacy. Data untuk penelitian kuantitatif ini dikumpulkan dengan menggunakan kuesioner kepada 203 responden penelitian yang merupakan pegawai stasiun televisi di Indonesia yang memiliki masa kerja minimal satu tahun dan mempunyai atasan langsung atau supervisor di tempat kerja. Pengolahan data yang dilakukan dengan metode Structural Equation Modelling (SEM) menunjukkan bahwa abusive supervision tidak memiliki pengaruh langsung terhadap employee creativity. Hubungan abusive supervision dengan employee creativity dimediasi penuh oleh sleep deprivation. Sementara itu, dua mediator lainnya yaitu emotional exhaustion dan juga self efficacy tidak terbukti menjadi mediator dalam hubungan pengaruh abusive supervision terhadap employee creativity.

.....This study aims to understand the effect of abusive supervision on employee creativity and also consider the indirect effect if mediated with sleep deprivation, emotional exhaustion, and self efficacy. The data for this quantitative study were collected using questionnaire from 203 employees who have worked for at least one year in television station in Indonesia. The data analyzed in Structural Equation Modelling (SEM) showed that abusive supervision had no direct effect on employee creativity. The relationship between abusive supervision on employee creativity was full mediated with sleep deprivation only. However, emotional exhaustion and self efficacy were not proven to be a mediator in the causal relationship of abusive supervision on employee creativity.