

# Analisis Pengaruh Ethical Leadership terhadap Organizational Cynicism Karyawan Perusahaan E-commerce Jabodetabek: Peran Mediasi dari Leader-member Exchange dan Organizational Identification = Analysis of the Effect of Ethical Leadership on Organizational Cynicism of Jabodetabek E-commerce Company Employees: Mediation Role of Leader-member Exchange and Organizational Identification

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## Abstrak

Penelitian ini memiliki tujuan untuk mengetahui pengaruh efek ethical leadership terhadap organizational cynicism dari karyawan perusahaan e-commerce di Jabodetabek. Penelitian ini menguji mekanisme variabel leader-member exchange dan organizational identification sebagai variabel mediasi dengan menggunakan pendekatan structural equation modelling (SEM) dari data yang didapatkan melalui survei cross-sectional dari 195 responden. Hasil penelitian ini menunjukkan bahwa ethical leadership tidak berpengaruh negatif terhadap organizational cynicism yang dirasakan oleh karyawan perusahaan e-commerce di Jabodetabek. Selain itu, leader-member exchange dan organizational identification tidak memediasi hubungan antara ethical leadership dan organizational cynicism secara parsial. Penelitian ini berkontribusi terhadap pengembangan teori pada variabel penelitian ini yaitu ethical leadership, leader-member exchange, organizational identification, dan organizational cynicism. Selain itu, penelitian ini juga berkontribusi terhadap implikasi manajerial yang dapat diterapkan oleh organisasi terkait dengan konsep ethical leadership, leader-member exchange, organizational identification, dan organizational cynicism.

..... This study aims to see the effect of ethical leadership on organizational cynicism of employees of e-commerce companies in Greater Jakarta (Jabodetabek). This study examines the mechanism of the variable leader-member exchange and organizational identification as a mediating variable using a structural equation modeling (SEM) approach from data obtained through a cross-sectional survey of 195 respondents. The results of this study indicate that ethical leadership does not affect organizational cynicism perceived by employees of e-commerce companies in Greater Jakarta negatively. In addition, leader-member exchange and organizational identification did not partially mediate the relationship between ethical leadership and organizational cynicism. This study contributes to the development of theory on the variables of this study, namely ethical leadership, leader-member exchange, organizational identification, and organizational cynicism. Furthermore, this study also contributes to managerial implications that can be applied by organizations related to the concept of ethical leadership, leader-member exchange, organizational identification, and organizational cynicism.