

Pengaruh workplace ostracism terhadap knowledge sharing yang dimediasi oleh organization-based self-esteem dan organizational silence: studi kasus: aparatur sipil negara = The impact of workplace ostracism towards knowledge sharing mediated by organization-based self-esteem and organizational silence: study case: civil servants

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Abstrak

Tujuan dari penelitian ini adalah untuk melihat hubungan langsung pada workplace ostracism terhadap knowledge sharing pada Aparatur Sipil Negara (ASN) di Indonesia. Selain itu, peran mediasi dari organization-based self-esteem dan organizational silence juga diteliti. Pendekatan kuantitatif digunakan, dengan menyebarkan kuesioner secara daring. Dari 424 jawaban yang terkumpul, hanya 420 jawaban yang lolos tahap screening dan berpartisipasi di penelitian ini. Data yang terkumpul kemudian dianalisis dengan menggunakan metode structural equation modeling (SEM) dengan menggunakan aplikasi SmartPLS 3.3. Hasil penelitian ini menunjukkan bahwa workplace ostracism berpengaruh secara negatif terhadap knowledge sharing dan organization-based self-esteem (OBSE), dan berpengaruh secara positif terhadap organizational silence. OBSE juga berpengaruh secara positif terhadap berbagi pengetahuan dan memediasi hubungan antara workplace ostracism dan knowledge sharing. Di sisi lain, organizational silence terbukti tidak signifikan dalam memengaruhi knowledge sharing, serta tidak signifikan juga dalam memediasi hubungan workplace ostracism dan knowledge sharing.

.....The purpose of this study is to examine the direct relationship between workplace ostracism and knowledge sharing on Civil Servants (ASN) in Indonesia, and to examine the mediating role of organization-based self-esteem (OBSE) and organizational silence. This study uses a quantitative approach, where the questionnaire is spread online. From 424 responses obtained, only 420 responses passed the screening questions and participated in this research. The collected data was then analyzed using the structural equation modeling (SEM) method using the SmartPLS 3.3 application. These empirical results show that workplace ostracism affects knowledge sharing and organization-based self-esteem (OBSE) negatively, and affects positively on organizational silence. OBSE also affects positively on knowledge sharing and mediates the relationship between workplace ostracism and knowledge sharing. On the other hand, organizational silence has no effect on knowledge sharing negatively and has no mediating role.