

Employee accountability di Indonesia: peran pemimpin, psychological safety dan formalisasi = Employee accountability in Indonesia: the role of leader, psychological safety, and formalization

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Abstrak

Sekalipun employee accountability adalah hal esensial di organisasi, penelitian terkait mekanisme terjadinya employee accountability karyawan masih sangat kurang. Dengan menggunakan teori Conservation of Resources, tesis ini bertujuan untuk memahami pengaruh empowering leadership terhadap employee accountability melalui psychological safety dan pengaruh formalisasi pada employee accountability khususnya di kementerian. Data diambil dengan metode convenience sampling, dari 167 responden dengan menggunakan alat ukur yang mempunyai reliabilitas yang tinggi (yaitu antara 0,71 sampai 0,96). Melalui teknik analisis Structural Equation Modelling (SEM) parceling, tesis ini menunjukkan bahwa: (1) empowering leadership berpengaruh terhadap employee accountability melalui psychological safety; (2) formalisasi berpengaruh langsung terhadap employee accountability. Berdasarkan hasil yang ditemukan, perlu dilakukannya penelitian lebih dalam terkait faktor yang memengaruhi employee accountability dari sisi internal, serta penting untuk meneliti gaya kepemimpinan lainnya karena mengingat topik tersebut masih perlu banyak dikembangkan.

.....Although employee accountability is essential in organizations, research related to the mechanism of employee accountability is still very lacking. Using the Theory of Conservation of Resources, this thesis aims to understand the influence of empowering leadership on employee accountability through psychological safety and the influence of formalization on employee accountability, especially in the ministry. The data were taken by convenience sampling method, of the 167 respondents using measuring instruments that have high reliability (i.e. between 0.71 and 0.96). Through structural equation modeling (SEM) parceling analysis techniques, this thesis shows that: (1) empowering leadership affects employee accountability through psychological safety ; (2) formalization has a direct effect on employee accountability. Based on the results found, it is necessary to conduct deeper research related to factors that affect employee accountability from the internal side, and it is important to examine other leadership styles because considering that the topic still needs to be developed a lot.