

Extraversion, Openness to Experience, dan Perspective Taking Sebagai Antecedent Kepemimpinan Inklusif Pada Manajer = Extraversion, Openness to Experience, and Perspective Taking As The Antecedents of Inclusive Leadership on Manager

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Abstrak

Kepemimpinan inklusif merupakan gaya kepemimpinan yang dianggap efektif dalam memberdayakan karyawan di tengah perbedaan yang ditemukan di dalam perusahaan. Penelitian ini dilakukan dengan tujuan untuk mengetahui kemampuan prediktif faktor individu dari kepemimpinan inklusif, yaitu extraversion, openness to experience, dan perspective taking. Pengukuran dilakukan kepada manajer atau supervisor dari berbagai perusahaan di Indonesia (N=128) dengan menggunakan alat ukur Inclusive Leadership, Big Five Inventory, dan Interpersonal Reactivity Index. Hasil uji korelasi menemukan bahwa extraversion, openness to experience, dan perspective taking berkorelasi secara signifikan dengan kepemimpinan inklusif. Dari hasil analisis regresi linier hirarki didapatkan bahwa extraversion memprediksi kepemimpinan inklusif secara positif dan signifikan setelah mengontrol variabel demografis (jenis kelamin, usia, tingkat pendidikan, jumlah bawahan). Kemudian, Openness to experience memprediksi kepemimpinan inklusif secara positif dan signifikan setelah mengontrol variabel demografis dan extraversion. Terakhir, perspective taking tidak memprediksi kepemimpinan inklusif secara positif dan signifikan setelah mengontrol variabel demografis, extraversion, dan openness to experience. Sebagai implikasi praktis, organisasi dapat memberikan pelatihan kepada para manajer yang terkait dengan karakteristik extraversion agar para manajer dapat membuka diri dan memahami karyawannya.

.....Inclusive leadership is the leadership style that effectively empowers employees in the diversity workplace. This study aims to examine the effect of individual factors on inclusive leadership, i.e extraversion, openness to experience, and perspective taking. Measurements were conducted on managers or supervisors from any companies in Indonesia (N=128) using these instruments: Inclusive Leadership, Big Five Inventory, and Interpersonal Reactivity Index. The results showed that extraversion, openness to experience, and perspective taking were significantly correlated with inclusive leadership. The results of hierarchical linear regression analysis showed that extraversion significantly and positively predicted inclusive leadership above and beyond the effects of demographics (gender, age, educational level, number of subordinates). Openness to experience was significantly and positively predicted inclusive leadership above and beyond the effects of demographics and extraversion. In addition, perspective taking was not significantly and positively predicted inclusive leadership above and beyond the effects of demographics, extraversion, and openness to experience. As the practice implication from this study, organizations should provide training for managers about extraversion to open about themselves and understand their subordinates