

Dampak Interaksi Transgresi Pemimpin, Prototipikalitas Pemimpin, dan Ketidakpastian Diri Pengikut terhadap Pengesahan Pemimpin = The Effect of Interaction Between Leader Transgression, Leader Prototypicality, and Followers' Self-Uncertainty on Leader Endorsement

Umar Hifzhulhaq Sulaiman, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920524173&lokasi=lokal>

Abstrak

Penelitian sebelumnya menunjukkan bahwa dalam situasi tertentu pemimpin yang melakukan transgresi tetap didukung oleh pengikut dan proses tersebut dipengaruhi oleh prototipikalitas. Namun, penelitian sebelumnya masih membandingkan antara pemimpin transgresif, bukan antara pemimpin transgresif dan normatif, serta belum mengeksplorasi pengaruh perbedaan individu pengikut. Berdasarkan teori kepemimpinan identitas dan ketidakpastian diri, penelitian ini membandingkan pengesahan pemimpin transgresif vs. normatif yang dimoderasi prototipikalitas pemimpin. Penelitian ini juga menguji pengaruh ketidakpastian diri terhadap prototipikalitas dalam interaksi tiga arah. Eksperimen daring (N = 190), mengukur ketidakpastian diri partisipan dan menggunakan vignette dengan kondisi 2 (transgresif dan normatif) x 2 (prototipikal dan nonprototipikal), dilakukan untuk menguji hipotesis. Analisis regresi majemuk menunjukkan bahwa pemimpin transgresif mendapatkan pengesahan yang lebih rendah dibandingkan pemimpin normatif. Perbedaan tersebut lebih kecil ketika pemimpin prototipikal dan pengikut memiliki ketidakpastian diri tinggi. Namun, pengaruh moderasi prototipikalitas dan interaksi tiga arah dengan ketidakpastian diri tidak signifikan. Analisis eksploratori menunjukkan terdapat perbedaan antara pemimpin prototipikal dan nonprototipikal yang dimoderasi oleh transgresi pemimpin dan ketidakpastian diri pengikut. Beberapa saran perbaikan penelitian didiskusikan meliputi desain studi, teknik manipulasi, dan metode analisis. Secara keseluruhan, penelitian ini berhasil mengobservasi beberapa temuan yang sejalan dengan penelitian terdahulu.

.....Previous studies have shown that in some situations leaders who transgress are still supported by their followers and leader prototypicality contributes to this process. However, previous studies primarily compared evaluations between transgressive leaders and not between normative and transgressive leaders; investigation on the influence of follower's individual differences is also limited. Based on identity leadership theory and uncertainty identity theory, this study compared endorsement for transgressive vs. normative leader, moderated by prototypicality. This study also tested the role of followers' self-uncertainty on prototypicality in a three way interaction. Online experiment (N = 190), measuring self-uncertainty and utilizing vignette with 2 (transgressive and normative) x 2 (prototypical and nonprototypical) between subject conditions, is conducted to test the hypotheses. Analysis using multiple regression showed transgressive leader received lower endorsement compared to normative leader. Aforementioned difference was attenuated when the leader was prototypical and follower's self-uncertainty was high. However, those moderational effects were not significant. Exploratory analysis revealed differences in endorsement received based on leader prototypicality, which were moderated by leader transgression and follower self-uncertainty. Some suggestions for improving the study are discussed including suggestions on study design, manipulation, and analytical technique. Overall, this study observed several findings in line with previous

study.