

Dampak Ethical Workplace Climate terhadap Organizational Behavior: Studi pada Korlantas Polri dan Ditlantas Polda Metro Jaya = The Impact of Ethical Workplace Climate on Organizational Behavior: A Study on the Indonesian National Police

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Abstrak

Penelitian ini bertujuan untuk menguji hubungan antara ethical workplace climate, organizational identification, leader-member-exchange (LMX), team-member exchange, dan organizational citizenship behavior (OCB), di Kepolisian Republik Indonesia (POLRI). Data dikumpulkan melalui survey terhadap 687 responden yang merupakan anggota polisi lalu lintas di Jakarta. Analisis data dan pengujian model penelitian dilakukan dengan menggunakan Smart PLS. Temuan penelitian ini menunjukkan bahwa organizational identification memediasi hubungan positif antara ethical workplace climate dan OCB secara penuh. Hasil analisis data juga menunjukkan bahwa LMX memoderasi pengaruh langsung ethical workplace climate terhadap organizational identification, dan LMX juga memoderasi pengaruh langsung ethical workplace climate terhadap organizational identification, serta pengaruh tidak langsung ethical workplace climate terhadap OCB melalui organizational identification. Namun, efek langsung dari ethical workplace climate pada OCB, dan efek moderasi LMX pada efek langsung dari organizational identification pada OCB, ditemukan tidak signifikan. Penulis berharap penelitian ini dapat memberikan beberapa implikasi praktis dan teoritis yang bermanfaat bagi kepolisian untuk mengembangkan strategi yang efektif untuk mempertahankan atau bahkan meningkatkan ethical workplace climate, OCB, LMX, dan organizational identification mereka.

.....This research paper examines the relationships among ethical workplace climate, organizational identification, leader-member exchange (LMX), team-member exchange, and organizational citizenship behavior (OCB) in Indonesian National Police. Data was collected through a survey of 687 respondents who are members of the traffic police in Jakarta. The researcher used SmartPLS to test this research model. These findings showed that organizational identification fully mediates the positive relationship between an ethical workplace climate and OCB. Data analysis also showed that LMX moderates the direct effect of the ethical workplace climate on organizational identification. LMX also moderates the direct effect of ethical workplace climate on organizational identification and the indirect effect on OCB via organizational identification. However, the direct effect of the ethical work climate on OCB, and the moderating effect of LMX on the direct effect of organizational identification on OCB, was found not significant. The researcher hopes that these studies could provide practical and theoretical implications for police to develop effective strategies to maintain or even improve their ethical climate, OCB, LMX, and organizational identification.