

Analisis efek moderasi perception of organization politic terhadap hubungan antara political skill dan career success pada karyawan non governmental organization = The analysis of perception of organization politic moderating effect toward political skill and career success relationship in non governmental organization employee

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Abstrak

ABSTRAK

Meskipun peranannya semakin strategis dalam lansekap global maupun nasional, dinamika internal dalam manajemen Non Governmental Organization (NGO) masih sangat sedikit diteliti. Melalui data kuantitatif dari 64 responden yang dianalisa dengan metode Structural Equation Modelling (SEM), penelitian ini menganalisa efek moderasi perception of organization politic dalam hubungan antara political skill dan career success. Sebagai temuannya, political skill tidak secara signifikan berhubungan dengan career success dan bahwa perception of organization politic memoderasi hubungan kedua variabel tersebut dalam tingkat yang tidak signifikan. Temuan ini dapat menjadi panduan bagi praktisi yang terlibat dalam aktivitas manajemen sebuah LSM serta sebagai penelitian awalan telah membuka ruang bagi munculnya penelitian-penelitian lain dengan tema sejenis pada area yang meskipun demikian penting, belum banyak diekplorasi ini.

ABSTRACT

Despite of the emergence of its strategic role in both, globally and in Indonesia's context, very little known about the internal dynamics of Non Governmental Organization (NGO) management. Through quantitative data obtained from 64 respondent analyzed with Structural Equation Modelling (SEM) method, this study has examined the moderating effect of perception of organization politic in political skill-career success relationship. As the outputs, political skill and career success relationship was insignificant and perception of organization politic insignificantly moderated the relationship. The findings of this study can be utilize by practitioners involving in NGO management and as a pilot research, has open the possibilities of further researchs in this area which event though important, yet still under examined.