

# Hubungan kepemilikan ide dan voice efficacy dengan perilaku voice peran kohesivitas sosial sebagai moderator = The relationships among having ideas voice efficacy and voice behavior the moderating role of social cohesion

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Abstrak

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Perilaku voice pegawai, yang didefinisikan sebagai tingkah laku pemberian saran inovatif dan konstruktif, dapat mendatangkan banyak dampak positif bagi organisasi. Di sisi lain, voice dapat mengancam bagi hubungan interpersonal pegawai yang melakukannya. Penelitian ini menginvestigasi karakteristik unik tersebut dengan menyoroti interaksi faktor situasional berupa kohesivitas kelompok dengan faktor individu berupa kepemilikan ide dan voice efficacy. Sampel penelitian ini adalah 244 pegawai di salah satu institusi pemerintahan. Hasil analisis statistik menunjukkan kepemilikan ide dan voice efficacy berhubungan, masing-masing, negatif dan positif dengan voice. Selain itu, kohesivitas sosial kelompok berperan sebagai moderator yang memberikan efek penyangga (buffer) pada hubungan positif antara voice efficacy dengan voice. Implikasi dari hasil penelitian ini didiskusikan lebih lanjut.

;Voice Behavior, as employee's expression of innovative suggestion for organization, has many positive impacts for organizations. On the other hand, voice contains interpersonal risks for the actor. This study investigates this predicament of voice through highlighting the interaction between personal and situational factor, namely social cohesion, having ideas, voice efficacy, and voice per se. Data was collected from 244 civil servants. Statistical analysis showed that having ideas and voice efficacy were associated, respectively, negatively and positively with voice. Moreover, social cohesion has moderating (buffering) effect on the relationship between voice efficacy and voice. The implication of this study is discussed below.

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