

Analisis pengaruh ethical leadership dan abusive supervision terhadap job search behavior dalam proses turnover terhadap pegawai industri jasa perbankan = Analysis of ethical leadership and abusive supervision influences on banking industries employees job search behavior in turnover process

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Abstrak

ABSTRAK

Penelitian ini menganalisis peran ethical leadership dan abusive supervision dalam proses turnover. Penelitian ini dilakukan terhadap 120 Pegawai Industri Jasa Perbankan di Jakarta. Penelitian ini menggunakan metode analisis deskriptif dan Structural Equation Modelling (SEM). Hasil penelitian juga menunjukkan bahwa ethical leadership mempengaruhi tingkat kepuasan kerja, dimana selanjutnya mempengaruhi intentions to quit atau proses turnover dan berdampak terhadap job search behavior. Sebaliknya, abusive supervision, yang bertentangan secara konseptual dengan ethical leadership, mempunyai pengaruh negative terhadap kepuasan kerja dengan dampak yang sesuai dengan proses turnover dan job search behavior. Namun, tidak seperti ethical leadership, yang tidak secara langsung mengarah terhadap terhadap job search behavior, abusive supervision mampu secara langsung membuat pegawai tidak nyaman dan mengarah terhadap job search behaviors. Lebih lanjut lagi, ditemukan juga bahwa bahkan tingkat abusive supervision yang rendah sekalipun dapat menetralkan tingkat ethical leadership yang tinggi. Implikasi bagi manajemen di industri keuangan yaitu sistem reward dan punishment, mengadakan training untung mengembangkan pemimpin agar memiliki ethical leadership yang tinggi, serta mengingatkan kembali kepada para pemimpin bahwa sesedikit apapun tingkat abuse yang diterima karyawan akan menutupi tingkat ethical leadership yang tinggi sekalipun.

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ABSTRACT

This study examined the roles which ethical leadership and abusive supervision play in turnover process. This study was conducted on 120 banking industries? employees in Jakarta. This study using descriptive analysis and Structural Equation Modeling (SEM). The central conclusion of this study is that ethical leadership influences job satisfaction, which then influences intentions to quit, which then impacts job search behaviors. Conversely, abusive supervision, which is the conceptual opposite of ethical leadership, has a negative influence on job satisfaction with corresponding impacts on intentions to quit and job search behavior. But, unlike ethical leadership, which does not directly lead to job search behavior, abusive supervision can also directly make people so upset that they initiate job search behaviors. Moreover, findings indicate that even low levels of abusive supervision can neutralize high levels of ethical leadership. Implications for financial industries? management are rewarding ethical behavior and punishing unethical behavior system, develop ethical leaders for a potential decrease in employee turnover

behaviors, and warning for leaders in general and human resource management leaders in particular who depend on or even engage in abusive supervision that even a few instances of abuse can overshadow high sustained levels of ethical conduct