

Participative decision making dan psychological ownership dalam meningkatkan organizational commitment dan knowledge sharing =
Participative decision making and psychological ownership in enhancing organizational commitment and knowledge sharing behavior

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Abstrak

Tujuan penelitian ini adalah untuk menemukan dampak partisipasi dalam pengambilan keputusan dan Psychological Ownership terhadap komitmen organisasi dan perilaku berbagi pengetahuan antara anggota. Data penelitian dikumpulkan dengan metode random sampling dengan 153 responden. Penelitian dilakukan untuk mengukur tingkat partisipasi dalam pengambilan keputusan organisasi dan Psychological Ownership anggota terhadap organisasi dan kemudian mengukur komitmen mereka terhadap organisasi dengan menggunakan metode kuantitatif untuk menjelaskan tingkat komitmen anggota sebagai hasil Participative Decision Making serta dampaknya terhadap perilaku berbagi pengetahuan. Keywords: Knowledge Sharing, Participative Decision Making, Organizational Commitment, Psychological Ownership.

The purpose of this paper is to find the impact of participation in decision making and psychological ownership on organizational commitment which can lead to employee knowledge sharing. The data was collected using the random sampling to 153 people. Methodology approach of this paper is measuring employee participation in decision making and their sense of belonging to the organization, then measuring their commitment to the organization using quantitative method to elaborates questionnaires earn the level of employee rsquo s commitment as the result of Participative Decision making and Psychological Ownership also the impact to knowledge sharing behavior. Keywords Knowledge Sharing, Participative Decision Making, Organizational Commitment, Psychological Ownership.