

The Role Of Individuals And Their Multilevel Identification In Microfoundations Of Team Performance: A Multivelel Empirical Study Of Cross-Functional Teams In Indonesia = Peran individu dan identifikasi multilevel pada microfoundations kinerja tim: Studi empiris berjenjang dari tim lintas fungsi di Indonesia

Silalahi, Darwin, author

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Abstrak

Disertasi ini menguji identity enhanced principal-agent model (Akerlof & Kranton, 2005) dengan menyelidiki secara empiris peran individu dan identifikasi multilevel mereka dalam mempengaruhi variasi pada mindfulness, ambidexterity, dan kinerja pada tingkat tim. Menggunakan sampel terdiri dari 106 tim, kami menguji hipotesis menggunakan team-level structural equation modeling (SEM), dan menemukan bahwa identifikasi tim individu secara positif mempengaruhi mindfulness, ambidexterity, dan kinerja pada tingkat tim. Selain itu, identifikasi tim memediasi hubungan antara person-organization value congruence dengan mindfulness dan ambidexterity. Penemuan ini mendukung identity enhanced principal-agent model, dan mengajak para pemimpin untuk membangun identifikasi multilevel individu dalam organisasi mereka.

.....This dissertation examines the identity enhanced principal-agent model (Akerlof & Kranton, 2005) by empirically investigating the role of individuals and their multilevel identification in influencing variations in team-level mindfulness, ambidexterity, and performance. Using a sample of 106 teams, we tested hypotheses using aggregated team-level structural equation modeling (SEM). We found that individual's team identification positively influences mindfulness and ambidexterity at the team level and, by implication, team performance. Furthermore, team identification mediates the relationships between person-organization value congruence with team mindfulness and team ambidexterity. The findings support the identity enhanced principal-agent model and urge leaders to shape individuals' multilevel identification in organizations.