

Working under pressure: the influence of time pressure and Social Loafing = Kerja dalam tekanan: pengaruh tekanan waktu dan Social loafing

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Abstrak

Social Loafing merupakan fenomena yang dikenal saat individu dalam kelompok mengeluarkan kinerja yang lebih kurang jika di banding saat individu bekerja sendiri. Partisipan terdiri dari 39 Mahasiswa yang telah meluangkan waktunya untuk penelitian ini. Mereka ditetapkan secara acak kepada dua kondisi: Collective (kelompok) dan Coactive (individual) dan dua kondisi tekanan: Tekanan Tinggi dan Tekanan Rendah. Partisipan ditugaskan untuk menyelesaikan teka-teki kata dalam dua kondisi berikut.

Hasil menunjukkan bahwa kedua kondisi tekanan tidak menunjukkan perbedaan signifikan dalam performa, dan kedua kondisi kerja pun tidak menunjukkan hasil signifikan dalam performa, $t(34) = .97$, $p = .346$. Implikasi penelitian ini menyatakan bahwa kondisi tekanan tidak mempengaruhi social loafing.

Social loafing is a widely known phenomenon described as when an individual in a group produces less effort compared to when the same individual is working coactively. This study looks at the effects of pressure-more specifically-time pressure on social loafing. Participants consisting of 39 University Students took part in this study. They were randomly assigned into two work conditions: Collective or Coactive conditions and two pressure conditions: High Pressure or Low-Pressure conditions. Participants were to complete a word-search puzzle in these conditions.

Results show that neither work conditions show significant differences in performance nor do the two pressure conditions exhibit any significant differences in task performance, $t(34) = .97$, $p = .346$. This implies that pressure conditions does not effect social loafing.