

ABSTRAK

Dea Ayu Delyara, 111614153005, Pengaruh *Leader-Member Exchange* terhadap *Voice Behavior* dengan *Psychological Ownership* sebagai Variabel Mediator pada Karyawan BUMN, Tesis, Fakultas Psikologi, Universitas Airlangga Surabaya, Indonesia, 2019.

xviii + 121 halaman, 5 Lampiran

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara leader-member exchange terhadap voice behavior dengan psychological ownership sebagai mediator. Data penelitian ini diperoleh dari 223 karyawan BUMN. Teknik sampling yang digunakan pada penelitian ini adalah gabungan dari accidental sampling dan snowball sampling. Penelitian ini menggunakan skala leader-member exchange yang diadaptasi dari Maslyn dan Liden (1998), skala voice behavior yang diadaptasi dari Liang (2007), dan skala psychological ownership yang diadaptasi dari Avey (2009). Selanjutnya analisis data dilakukan dengan menggunakan metode Partial Least Square.

Hasil penelitian menunjukkan bahwa: (1) leader-member exchange memiliki hubungan negatif dan tidak signifikan terhadap voice behavior; (2) leader-member exchange memiliki hubungan positif dan signifikan terhadap psychological ownership; (3) psychological ownership memiliki hubungan positif dan signifikan terhadap voice behavior; (4) leader-member exchange memiliki pengaruh terhadap voice behavior dengan psychological ownership sebagai mediator penuh.

Kata Kunci: *Leader-Member Exchange, Voice Behavior, Psychological Ownership.*

Daftar Pustaka 77, (1956-2018)

ABSTRACT

Dea Ayu Delyara, 111614153005, The Influence of Leader-Member Exchange on Voice Behavior with Psychological Ownership as a Mediator Variable in BUMN Employees, Thesis, Faculty of Psychology, Airlangga University Surabaya, Indonesia, 2019.

xviii + 121 pages, 5 Appendices

This study aims to discover the impact of leader-member exchange to voice behavior with psychological ownership as a mediator. The data of this study were obtained from 223 BUMN employees. The sampling technique used in this study is a combination of accidental sampling and snowball sampling. This study uses a leader-member exchange scale adapted from Maslyn and Liden (1998), a voice behavior scale adapted from Liang (2007), and a psychological ownership scale adapted from Avey (2009). Furthermore, data analysis was performed using the Partial Least Square method.

The results showed that: (1) leader-member exchange has negative and not significant effect to voice behavior; (2) leader-member exchange has positive and significant effect to psychological ownership; (3) psychological ownership has positive and significant effect to voice behavior; (4) psychological ownership mediates fully in the impact of leader-member exchange to voice behavior.

Key Words: Leader-Member Exchange, Voice Behavior, Psychological Ownership.

References 77, (1956-2018)