



5 October 2013
Jakarta, Indonesia

Improving Employee Relations for a Better Organizational Climate

Program & Abstract Proceedings

International Scientific Committee

Hora Tjitra	Murnizam Hj. Halik
Fendy Suhariadi	Suryana Sumantri
Dwi Riyanti Prihatin	Rostiana D. Nurdjajadi
A. A. Anwar Prabu M.	Bertina Sjabadhyni



Editor
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Asosiasi Psikologi Industri & Organisasi
Indonesian Association of Industrial &
Organizational Psychology (APIO)



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MERCU BUANA



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UNIVERSITAS
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PROGRAM & ABSTRACT PROCEEDINGS OF 5TH APIO INTERNATIONAL CONFERENCE

ISSN 2339-0565

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Juneman Abraham

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First published by Indonesian Association of Industrial & Organizational Psychology (APIO) in collaboration with Mercu Buana University, October 2013

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Cover Design: Tommy Hendrawan

xi + 86 pages

17,6 x 25 cm

Opening Speech

**PRESIDENT OF
ASSOCIATION OF INDUSTRIAL AND
ORGANIZATIONAL PSYCHOLOGY (APIO)
IN INDONESIA**

**IN THE 5TH APIO INTERNATIONAL CONFERENCE
Mercu Buana University, JAKARTA 5TH OCTOBER 2013**

To the Coordinator Minister of Economic, Mr. Hatta Rajasa who I respect,
To the Governor of Jakarta, Mr. Joko Widodo who I respect,
To the Rector of Mercu Buana University, Mr Dr. Arrisetyanto Nugroho,
M.M., who I respect,
And to the all of keynote speakers, Mr. Prof. Hora Tjitra and Mr. Prof. Dr.
Murnizam Hj. Halik, who I respect
And everyone who attending at this place today, who I respect.

Assalamualaikum wr. wb.

In this morning, let us reflect and pray together for a moment, hopefully we are up this morning still blessed with happiness by God the Almighty Allah SWT, given the power to give thanks always. And, let us prove to keep running and stay away from the obligation imposed by Allah the Lord is the Most Just.

First of all, I would like to thank you to the Dean of Faculty of Psychology Mercu Buana University Dr. H. A. A. Anwar Prabu Mangkunegara, and the Chairman of APIO DKI Jakarta Dra. Bertina Sjabadhyni, M.Si., Psi. as a coordinator of steering committee and all of person who give their contribution, support and effort for this event, and make this event come true.

Today is the 5th of APIO conference, in which previously we held conference in Surabaya at 2002, in Bandung at 2005, in Jogjakarta at 2007, National symposium in Jakarta at 2009 and last in Surabaya at 2010. Interestingly that today at the 5th of APIO conference is the same date with the anniversary of APIO in which at 5th of October 1999. So, hopefully with the spirit of anniversary we can use this event to make APIO better.

APIO believed that the main purpose on their activities in academic meeting and conferences is to develop science in industrial and organizational psychology and also as a tools for developing competencies in every practitioner in industrial and organizational psychology. Today, we took issue is "Improving Employee Relations for a Better Organizational Climate", in which through this issue, APIO will have contribution to make employee relations in Indonesia better.

Well, Ladies and Gentleman,

As we know today, in every organization facing rapid competition, in order to winning its competition they should have good human resources and also strong employment relationship with their organization's members. But, unfortunately managing human resources and employment relations are not easy et all, since there are many significant changing in dynamic organizational environment and workforce such as the rise of knowledge worker, generation gap, conflict between employer and employees, changing in psychological contract, and increasing amount of dual career family in which more or less affecting human resources management and organizational climate.

Furthermore, in order to have comprehensive discussion related to the issue in employee relations, we choose eight sub topics such as organizational change and leadership, work life balance and engagement, managing employees performance and productivity, compensation and benefit, work health and safety, industrial relations, employees well being, and also hot issues today in Indonesia is about outsourcing and its equal opportunity and also policies. On every sub topics, we put psychological

aspects and human resources management as a focus of discussion on this international conference.

However, Industrial and Organizational Psychologist should have contribution to help organization facing these changing and building strong climate in organization, to make it more better and achieve their competitive advantage. Through combining between scientific approach and practitioner approach, we believed that we can give comprehensive solution to the organization in order to improve their employment relations and then lead to build strong organizational climate.

Finally, that's all my speech, may what I have delivered be usefull for us and for this international conference, I believed everyone who attended this event can have interesting interactions each others, and also having many benefit for their knowledge and also practice. As human being, I realize that I can't avoid the mistakes, so I apologize to you all, and I don't forget to say thanks so much for your attention.

And happy conferencing.

Warm regards,

Prof. Dr. Fendy Suhariadi, M.T.
President of APIO



Preface

I am honored to welcome you to the 5th APIO International Conference in Mercu Buana University, Jakarta. I would like to express my deepest gratitude to Prof. Dr. Fendy Suhariadi as the President of APIO who has been collaborating with us in Faculty of Psychology, Mercu Buana University, Dra. Bertina Sjabadhyni, M.Si., Psi. serving as the Chairman of APIO of DKI Jakarta, Prof. Dr. Hora Tjitra as a Professor from Zheijiang University, China, and Prof. Dr. Murnizam Hj. Halik as a Professor of School Psychology from University of Malaysia Sabah, for your assistance, support and expertise, which are so important that could hardly be overestimated.

I would like to thank all presenters and participants of call for paper; sharing your knowledge and ideas is highly valuable and needed. I wish to all of us fruitful discussions, interesting findings and observations.

I would like to inform you that the paper presented by the participants and given a decent value by reviewers will be published in *Scientific Journal of Industrial & Organizational Psychology (Jurnal Ilmiah Psikologi Industri dan Organisasi/JPIO)* (ISSN 2302-8440).

Finally, I believe that everyone attending this conference will greatly benefit from this international event, and I hope that you will have a productive interaction during the conference. With gratitude and best wishes, I hope for a successful strategic collaboration, for present and future, for all of the participants, in the area of universities, industries and government.

Let us keep moving forward. Best of Luck and May God Bless Us all.

Yours Sincerely,

Dr. H. A. A. Anwar Prabu Mangkunegara
Dean of Faculty of Psychology,
Mercu Buana University



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Program

Time	Activities	Information
07.00 – 08.00	Participant Registration & Morning Snacks	
	Opening Ceremony	
	1. National Anthem : Indonesia Raya	UMB Choir
08.00 – 08.30	2. Opening Speech: APIO President	Prof. Dr. Fendy Suhariadi
	3. Conference Opening by Rector Universitas Mercu Buana	Dr. Ir. Arissetyanto Nugroho, M.M.
	4. Indonesia Folk Song	UMB Choir
08.30 – 09.00	Developing People with Harmony	Ir. Joko Widodo (Governor of DKI Jakarta)
		<i>Guest Speaker :</i> Prof. Madya
09.00 – 10.30	Current Research Issues In Human Capital Management	Dr. Murnizam Hj. Halik (Dean School of Psychology & Social Work University Malaysia Sabah)
10.30 – 12.00	Intercultural & International Management and Organizational Development	Prof. Dr. Hora Tjitra (Professor of Zhejiang University, China)
12.00 – 13.00	Lunch Break	
13.00 – 16.00	Parallel Sessions	Presenters & Moderator
	Reviewers meeting	Reviewers
16.00 – 16.30	Coffee break	

5th APIO International Conference

Time	Activities	Information
16.30 – 17.30	Summary and Recommendation of the 5 th APIO International Conference	Dr. Seger Handoyo, Psikolog (Dean of Faculty of Psychology Universitas Airlangga, Surabaya, Indonesia)
	Celebration of APIO Anniversary	
17.30 – 18.00	Announcement of the Winner of the “ <i>Prof. Dr. A.S. Munandar, Dipl.Psych. Award</i> ”	Prof. Dr. Fendy Suhariadi, M.T. (APIO President)
	Closing Ceremony	

Parallel Session

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 1 – Organizational Change and Leadership

MODERATOR: **HERISON P. PURBA, M.A.**

NO	NAME	TITLE	TIME
1	Helliyani Esterina Hakh	Building Organizational Culture Based on Competing Value Framework to Gain Competitive Advantage	13.00 – 13.15
2	Wustari Mangundjaya	Diagnosing Indonesian Organizations using Blockage Organization Inventory	13.15 – 14.30
3	Theda Renanita	Leader Member Exchange in Organizational Context: Study in Telecommunication Company	14.30 – 14.45
4	Rina Ekawati	The Effects of Internal Corporate Social Responsibility to Employees' Organization Commitment In Education Institutions	14.45 – 15.00
5	Rindang Ayu	The Impact of Individual Perception to Organizational Readiness for Change, Individual Readiness for Change and Psychological Empowerment on Commitment to Change	15.00 – 15.15
6	Ariyanti Puspa Pratiwi	The Impact of Transformational Leadership and Organizational Justice to Commitment to Change	15.15 – 15.30
7	Rinjani Ramadhani	The Role of Organizational Trust and Change Leadership to Commitment to Change	15.30 – 15.45
8	Yurike Arlinda Rante Allo	The Effect of Job Satisfaction and Leadership Style on The Organizational Commitment of University X in Surabaya	15.45 – 16.00

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 2 – Organizational Change and Leadership

MODERATOR: DIMAS ARYO WICAKSONO, M.A.

NO	NAME	TITLE	TIME
1	Dewi Melani	Integrating Organizational Values Using Continuation Workshop (ShopAn) program	13.00 – 13.15
2	Kristiana Dewayanti	Effects of Perceived Organizational Support as Moderator Variable on Correlation of Self Efficacy and Procrastination	13.15 – 14.30
3	Sus Budiharto	Understanding Prophetic Leadership (Developing Moral Leadership Based on Islamic Culture of Indonesia)	14.30 – 14.45
4	Jessica Chandra	Influence of General Manager Leadership Style and Work Environment towards Work Motivation among Employees of PT X at Sidoarjo	14.45-15.00
5	Erika Kusumaputri	The Contribution of Organization's Capability, Participation and Climate of Change towards the Commitment to Change through the Openness to Change	15.00-15.15
6	Imam Subekti	Creative Problem Solving Training as an Intervention for Improving Employee Creativity and Employee Readiness for Change	15.15-15.30
7	Irwansyah	Increasing Individual Attitude of Employee in order to Support The Readiness for Change of The Employees of XYZ Institutions in The Bureaucratic Reform	15.30-15.45
8	Ainun Mahmudah	The Relationship of Organizational Climate with Organizational Citizenship Behavior of Permanent Lecturer who has been Certified in State Islamic University Maulana Malik Ibrahim (UIN Maliki) Malang	15.45-16.00

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 3 – Others

MODERATOR: EKA GATARI, M.Psi.

NO	NAME	TITLE	TIME
1	Dyah Z. Wyandini	Improving Employee Financial Management Behavior in Manufacturing Company	13.00 – 13.15
2	Anggita Dian Cahyani	Psychology Students' Career Choice from Career Developmental Stage Perspective: A Study in X University Jakarta	13.15 – 14.30
3	Verina Halim	BlackBerry Consumers in Indonesia: Purchasing Decision, Customer Satisfaction, Lifestyle, and the Words of Mouth Communication	14.30 – 14.45
4	Sumaryono	Self Employment and Career Performance	14.45 – 15.00
5	Maria Febriana Nurselly Hutapea	The Effect of Discount Commercials Attach to Credit Cards on Female Adolescents Impulsive Buying	15.00 – 15.15
6	Irwansyah	The Implementation of Assessment Center in XYZ Institution in the promotion of structural positions in XYZ Institution in The Era of Bureaucratic Reform	15.15 – 15.30
7	Alimatus Sahrah	Structural Model of The Influencing Factors of The Subjective Well-being of The Prisoners	15.30 – 15.45
8	Verina H. Secapramana	The Predictive Model of Relationship between Role Stress, Personality, and Sales Performance in Services Marketing	15.45 – 16.00

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 4 – Work-Life Balance and Engagement

MODERATOR: DR. ROSTIANA

NO	NAME	TITLE	TIME
1	Gita Widya L aksmini Soerjoatmodjo	Exit Interview and Self-Disclosure: How Former Employees Reveal Personal Information and Feeling as They Leave The Organization	13.00 – 13.15
2	Yusak	The Relationship of Job Satisfaction, Organizational Commitment, and Job Involvement of Permanent Employee PT Bank Rakyat Indonesia (Persero) Tbk Surabaya Region	13.15 – 14.30
3	Annisaa Miranty Nurendra	The Role of Social Support as A Moderator Variable on Relationship Between Job Demands and Work Engagement	14.30 – 14.45
4	Kuncono Teguh Yunanto	The Contribution of Work Engagement on Psychological Well Being	14.45 – 15.00
5	Adi Kristiawan	Psychological Capital and Work Engagement	15.00 – 15.15
6	Dewi Puri Astiti	Work Life Balance of Balinese Employee in Bali	15.15-15.30
7	Rostiana	The Role of Subjective Well Being (SWB) as Intervening Variable Between Workplace Spirituality and Work Engagement	15.30-15.45
8	Grace Damba Batti' Sombolayuk	The Effect of Psychological Climate and Work-Related Stress on The Work Motivation of Surabaya Plaza Hotel's Employees	15.45-16.00

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 5 – Work-Life Balance and Engagement

MODERATOR: RAYINI DAHESIHSARI, Ph.D.

NO	NAME	TITLE	TIME
1	Nurlaila Effendy	The Super Consciousness Approach to Improve Employee Engagement, Work-Life Balance, and PBSC (Personal Balanced Score Card)	13.00 – 13.15
2	Rini Nurahaju	Stress Coping among the Seafarers: How does Emotional Intelligence Give Effects?	13.15 – 14.30
3	Tenti Murti Sari Gea	The Influence of Job Stress and Organizational Climate Toward to Organizational Commitment in PT Indoceria Plastic and Printing	14.30 – 14.45
4	Richard Alberto Taner	Influence of The Job Motivation and The Impact of Job Stress on Job Satisfaction Emploeyss at PT Coldwell Banker Commercial, City Of Tommorow, Surabaya	14.45 – 15.00
5	Zamralita	The Influence of Personality Traits Towards Organizational Commitment through Work Engagement as Mediating Variable on Lecturers at A Private University in Indonesia	15.00 – 15.15
6	Yunita Widiyawati	The Relationship between Followership and Employee Engagement of Production Operator PT X	15.15 – 15.30
7	Priskila Widia	Description of The Quality of Work Life Employee at CV Naradha Pramana Surabaya	15.30 – 15.45
8	Freddy Suryadi	The Correlation between Followership and Job Satisfaction in Factory Workers	15.45 – 16.00

SATURDAY, 5 OCTOBER 2013: 13.00 – 16.00

ROOM 6 – Employee Performance & Productivity

MODERATOR: SAMI'AN, M.PSI

NO	NAME	TITLE	TIME
1	A. A. Anwar Prabu Mangkunegara	The Effect of Transformational Leadership and Job Satisfaction on Employee Performance in Citibank Indonesia	13.00 – 13.15
2	Benedicta Prihatin Dwi Riyanti	Factors Influencing the Success of Creative Industry Business in Jakarta	13.15 – 14.30
3	Wayan Pertiwi Artha Sari	The Correlation between Job Insecurity and Organizational Commitment of Outsourcing Employee	14.30 – 14.45
4	Gede Umbaran Dipodjoyo	What "Work Load Analysis" Can Be Effective as a HR Tools? (A Case Study at PT "XYZ" Jakarta)	14.45 – 15.00
5	Medarnus Telaumbanua	The Influence of Work Motivation and Job Satisfaction toward Employee's Performance of PT Hypermart City of Tomorrow Surabaya	15.00 – 15.15
6	Arum Etikariena	Is The Identity of Organization Related to Innovative Behavior in The Workplace?	15.15 – 15.30
7	Dewi Puri Astiti	Role of Compensation and Work Culture in Developing Professionalism of Journalists	15.30 – 15.45
8	Fitri Arlinkasari	Relationship between Employee Attitude toward Safety Talk and Intention to Implement Occupational Health and Safety at PT Wijaya Karya PPB Bogor	15.45 – 16.00
9	Ryan Daniel de Fretes	Influence of Job Satisfaction and Work Motivation toward Organizational Commitment of Outsourcing Employee PT Coldwell Banker Commercial Capital Surabaya	

Prof. Dr. Hora Tjitra



Date and place of Birth: 09/24/1969 Surabaya, Indonesia
Address: Fengqi Road, Hangzhou, China
E-mail: htjitra@zju.edu.cn

Associate Professor for Applied Psychology
specialized in Organizational and Cross-cultural Psychology
Zhejiang University, China

Education

- Technical University of Braunschweig (Germany): German Dipl.-Psych. (MSc.) in Organizational Psychology and HR Management (1996),
- University of Regensburg (Germany): PhD in Cross-cultural Psychology and Strategic Management (2000),
- INSEAD (Singapore / France): Professional Certification in HR Management Asia (2001)

Position within the Organization

- Past position: Research Assistant at the Technical University of Braunschweig, Germany (1994-1996), Research Fellow at the Regensburg University, Germany (1996-1999), Senior Consultant at

PricewaterhouseCoopers, Germany (1999 - 2001), Senior Manager at Change International, Germany (2002-2003), Associate Managing Director at Mobley Group Pacific, China (2004-2008)

- since 2004 - now, associate professor for applied psychology at the Zhejiang University, China. Research focus on Organizational and Cross-cultural Psychology;
- since 2008 - now, executive director of Tjitra Management Consulting, China, Hong Kong and Indonesia.

Committee Membership, Coordination of Research Projects and other Duties

- since 2013 reviewer of Scientific Journal of Industrial and Organizational Psychology (*Jurnal Ilmiah Psikologi Industri dan Organisasi* – APIO PP Himpsi & Universitas Mercu Buana)
- since 2007 consulting editor of Indonesian Journal of Psychology (*Jurnal Psikologi Indonesia* - Unpad, Bandung)
- since 2010 head of education committee, InaCham Shanghai (Indonesian Chamber of Commerce), China.
- Management Consultant for diverse Multinational Corporations incl. Siemens, SAP, Dupont, BASF, Saint-Gobain, , Johnson Control, Evonic, DHL, Deutsche Bahn, Hugo Boss, Lufthansa, Air China, Telkom Indonesia etc.
- Members of International Association for Applied Psychology (IAAP), International Association for Cross-cultural Psychology (IACCP) and International Academy of Intercultural Relation (IAIR).

Teaching Experiences and Visiting Positions

- Undergraduate courses in Organizational Psychology and Qualitative Research, post-graduate courses in Advanced Qualitative Research, Psychology of Intercultural Behavior and International Strategic Development.
- Visiting Professor for MBA, EMBA and PhD Program at CEIBS (China), Ohm Hochschule (Germany), Euromed (France), Science-Po (France), IKF (Switzerland), University of Liechtenstein (Liechtenstein) and Universitas Padjajaran (Indonesia).
- Visiting Professor for undergraduate and post-graduate in Psychology at Unika Atma Jaya (Indonesia), Universitas Padjajaran (Indonesia), Universitas Airlangga (Indonesia), Universitas Tarumanagara

(Indonesia), Universitas Paramadina (Indonesia), Universitas Surabaya (Indonesia), and Universitas Ciputra (Indonesia).

Recent Research Work

- Leading and Managing Large Scale Change. In collaboration with the Columbia University and Atma Jaya Indonesian Catholic University, 2012-ongoing.
- Building Global Competence for Asian Leaders. HCLI (Human Capital Leadership Institute [think-tank of the Singaporean ministry of man power]), Singapore. 2010 - ongoing
- Intercultural Employability of Chinese-German Young Professionals. BMBF (German Federal Ministry of Education and Research), Germany. 2010.
- Benchmarking Learning and Development Best Practices in China. Qide Houban Management Consulting, Hong Kong. 2008 - 2009.
- Analysis of Top Management Team in International Joint-Venture in China. Ameco Beijing (an IJV of Lufthansa and Air China), China. 2008.
- Comparative Study on Chinese and Indonesian Intercultural Sensitive. Unika Atma Jaya and Zhejiang University. 2007 - 2009.
- Comparative Study of German and China Learning Behavior - Adaptation of Technology Transfer between West and East. SAP AG (the third largest software company in the world), Germany. 2007 - 2008.
- Indigenous Study of Chinese Intercultural Sensitivity in the Tourism Industry. Zhejiang University. 2004 - 2006.
- Comparative Study on German, Chinese, and Indonesian Dynamic Decision Making: computer based Simulation Approach. Zhejiang University. 2004 - 2006.

Recent Publications (selected)

Book & Book Chapter

- Tjitra, H.W., Ramakrishnan, M, & Panggabean, H. (2012). Building the Global Competence for Asian Leaders. In W. Mobley, Y. Wang & M. Li (eds.). *Advance in Global Leadership Vol. 7*. Bingley, UK: Emerald Group. (269-290) (in English)
- Tjitra, H.W. & Deng, W. (2011). Intercultural Sensitivity of Chinese

Professional in Tourism Industry. In W., Dreyer & U., Hoessler (Eds.). *Perspectives of Intercultural Competence*. Goettingen: Vandenhoeck & Ruprecht. (in English)

- Tjitra, H. W. (2007). *Achieving Sustainable Results through Organizational Culture*. In D., Moeljono & S., Sudjatmiko (Eds.), *Corporate Culture: Challenge to Excellence*. Jakarta: Elex Media (173-178) (in Indonesian)
- Tjitra, H.W. & Thomas, A. (2006). *Intercultural Competence and Synergy Development*. In H., Niklas, B., Müller, & H., Kordes (Eds.), *Intercultural Thinking and Action*. Frankfurt: Campus (249 – 257). (in German)
- Tjitra, H. W. & Müller, M. (2003). *Promoting Intercultural Synergy through Arrangements in Human Resource Development*. In Beck, A. (Eds.). *HR Management: Successful Models in Implementation of HR Projects*. Ostfildern: TAE (433-440). (in German)

Peer Reviewed Journal & Professional Magazines

- Panggabean, H., Murniati, J., & Tjitra, H.W. (2012). *Profiling Intercultural Competence in Asian Workgroups*. *International Journal of Intercultural Relations*. (in English)
- Tjitra, H.W., Panggabean, H. & Zheng, J.W. (2011). *Asian Leadership: Neighbors and Strangers*. *HQ Asia Vol 1*, 88-90. (in English)
- Tjitra, H.W., Verlinden, L. & Weiss, J. (2010). *Learning and Development in China: Best-Practice Survey*. *Personal*, 10, 20-22. (in German).
- Tjitra, H.W. & Jie, L. (2010). *An Analysis of contemporary practice and theories in intercultural learning and training*. *Chinese Journal of Ergonomics*, Vol. 16 (1).(in Chinese)
- Tjitra, H.W., Jenewein, T. & Bartsch, C. (2008). *Comparative Study on Chinese Learning Behaviors*. *Weiterbildung*, 6, 36 - 39. (in German).
- Tjitra, H. W., Guo, Y., & Zhang, Y. (2007). *Group differences in learning behaviors between students and employees*. *Anima Indonesian Psychological Journal*, 23(1), 1-9. (in English)
- Tjitra, H. W. (2005). *Building Organizational Culture that Makes Results and Sustain Success*. In *Executive Focus*, Edition 4 (1), 77. (in Indonesian)
- Tjitra, H. W. (2003). *Doing Business in Asia: The Challenge of Diversity and Different Cultural Orientation*. In *MCE Executive Issue*,

Vol. 19, 6 - 7. (in English)

- Tjitra, H.W. & Anwender, E. D. (2002). Potentials and Limitation of the (blended) e-Learning to Support the Intercultural Cooperation due to (Virtual) International Assignment. In Personal, Vol. 54 (01), 730 - 733. (in German)

Invited Keynote Speeches and Peer Reviewed Conference Papers

- Understanding Asian Values in Global Dynamic; invited keynote panelist at the International Public Relation Summit 2012 in Bali, Indonesia (2012) (in English).
- The New Frontiers of Global Indonesian; invited keynote speech at the 30th Dies Natalis of Faculty of Psychology, University of Surabaya in Surabaya, Indonesia (2012) (in Indonesian).
- Cross-cultural Leadership of Asian Leaders in the New Globalism; invited keynote speech at the 1st International Conference "From Local Manager to Global Manager" in Jakarta, Indonesia (2011) (in English).
- Building High-Performance of Top Management Team in International Joint-Venture; invited keynote speech at the largest European HR Conference and Exhibition, 11th Zukunft Personal in Cologne, Germany (2010) (in English).
- Unlocking Chinese Innovation Power: A Learning Journey from Low-Cost Manufacturer to High-Tech Innovation. invited keynote speech at the 4th Biennial Conference of Indonesian Organizational and Industrial Psychology in Surabaya, Indonesia (2010) (in Indonesian).
- Developing Intercultural Competence of Global Leaders; invited speech at the international conference Professional Learning Europe in cologne, Germany (2010) (in English).
- Behavioral Expectation Model of Chinese learning effectiveness in the higher education and workplace environment; paper presented at the 7th Biennial Conference of Asian Association of Social Psychology in Kota Kinabalu, Malaysia (2007) (in English)
- Effective Learning and Course Instruction in Corporate Training and Development: Qualitative In-depth Interview in the Chinese Cultural Context; paper presented at the Asian Educational Miracle in Incheon, Korea (2006) (in English)
- Corporate Culture and Organizational Effectiveness in Asia; invited keynote panelist speech at the 2nd Biennial Conference of Indonesian Organizational and Industrial Psychology in Bandung, Indonesia (2005) (in Indonesian).

Prof. Dr. Murnizam Hj. Halik



Dean
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Tel: 014-6511433 (Hp); 088-320000 (ext 8011); 088-320247 (DL)

Academic Qualifications

- 1991-1995: Bachelor in Human Science (Psychology) Hons.; International Islamic University Malaysia
- 1996-1997: MSc. In Industrial Psychology; University of Hull, U.K.
- 2003-2006: PhD in Psychology; University of Exeter, U.K.
- 2008: Senior Lecturer, UMS
- 2011: Associate Professor, UMS

Publications

- Murnizam Hj. Halik , Amran Ahmed. (2012). *Analysis of graduate tracer study 2007*. Kota Kinabalu Sabah: UMS.
- Dahlan Malek, Beddu Salam Baco, Mohammad Azhar Mohammad Nor, Ida Shafinaz, Murnizam Halik, Adi Fahrudin. 2012). *Coping strategies*

and Psychological Health Among Emergency Workers: Implications for Social Work. *Asian Journal of Social Work*.

- Halik, M., Adillah, N., Xuan, L.A. and Hamidah Jarimal. (2011). Cleveland Adolescent Sleepiness Questionnaire (CASQ): Sleep pattern among undergraduates in Malaysia. *Journal of Educational Psychology and Counselling, Vol (4), pp 38-47*
- Halik, M. and Webley, P. (2011). Adolescents understanding of poverty and the poor in rural
- Malaysia. *Journal of Economic Psychology, 32 (2). pp. 231-239*
- Murnizam Hj. Halik. (2001). Spatial ability tests as a predictor of trainability in arthroscopic surgery. *Borneo Science, (9), pp 112-134*
- Murnizam Hj. Halik. (2001). The effects of goal setting towards typing performance. *Jurnal Kinabalu, (7 & 8), pp 88-96*

Proceedings (selected)

- Murnizam Halik, Rasid Mail, Zall Kepli Md Rejab, Mat Salleh Ayub, Patricia Joseph Kimong. (2011). Attribution For Poverty Among The Poor In Rural Areas In Sabah, Malaysia. The 9th Biennial Conference of Asian Association of Social Psychology, Kunming, China.
- Chua Bee Seok, Murnizam Halik, Shuaib Che Din. (2010). Characteristic Of Relapse And Substance Use Among Adolescents In Malaysia. *Seminar Psikologi Kebangsaan 2010*
- Ferlis Hj. Bahari, Murnizam Halik, Rosnah Ismail. (2010). Pemahaman Dan Deskripsi Makna Kebahagiaan (Happiness) Dari Sudut Pandangan Remaja Yang Berumur Antara 13 Hingga 19 Tahun. *Seminar Psikologi Kebangsaan 2010*.
- Murnizam Halik, Rasid Mail, Mat Salleh Ayub, Zall Kepli Rejab Attribution for Poverty: Ideological Structures among The Poor in Sabah. The 10th Conference Of The Asia Pacific Sociological Association (APSA 10).
- Ferlis Hj. Bahari, Rosnah Ismail, Murnizam Hj. Halik , Lailawati Madlan, Alfred Chan, Norzihan Ayub, Patricia Joseph Kimong, Jasmine Adela Mutang. 2010. Proses Pembentukan Skala Psikologi Kebahagiaan (Happiness) Remaja (SPK-R) Di Sabah. *Seminar Psikologi Kebangsaan 2010*.
- Ho Cheah Joo, Murnizam Hj. Halik. 2010. Kualiti Hidup Pekerja : Perhubungan Di Antara Kualiti Hidup Dengan Konflik Kerja-Keluarga. *Seminar Psikologi Kebangsaan 2010*.
- Ismail Maakip, Peter S.K. Voo, Murnizam Hj. Halik, Krishnaveni A/P Achebabu. 2010. The Effects Of Job Satisfaction Toward Relationship

Between Personality And Counter Productive Work Behavior Among Workers at Universiti Malaysia Sabah. *Seminar Psikologi Kebangsaan 2010*.

- Murnizam Hj. Halik, Mat Salleh Hj. Ayub, Rashid Hj. Mail, Zall Kepli Md. Rejab. 2010. Keusahawanan Sosial : Model Baru Dalam Membasmi Kemiskinan Luar Bandar. *Seminar Psikologi Kebangsaan 2010*.
- Murnizam Hj. Halik, Sharon Kwan Sam Mee, Norzihan Ayub, Patricia Joseph Kimong, Peter S.K. Voo. 2010. Kajian Terhadap Strategi Daya Tindak, Persepsi Keberkesanan Program Pemulihan Dan Proses Niat Untuk Penagihan Berulang Dalam Kalangan Bekas Penagih Methamphetamine. *Seminar Psikologi Kebangsaan 2010*.
- Peter S.K. Voo, Ismail Maakip, Mohd. Sharani Ahmad, Murnizam Hj. Halik,. 2010. Pengetahuan Dan Persepsi Pelajar Universiti Tentang HIV/AIDS: Satu Kajian Kualitatif Di UMS. *Seminar Psikologi Kebangsaan 2010*.
- Rafidah Iskandar, Murnizam Hj. Halik . 2010. Sosialisasi Ekonomi Di Kalangan Kanak-kanak Di Luar Bandar. *Seminar Psikologi Kebangsaan 2010*.
- Rasid Mail, Mat Salleh Ayub, Zall Kepli Md. Rejab, Murnizam Hj. Halik, Raman Nordin. 2010. Pengukuhan Budaya Korporat: Maklumat Perakaunan Sebagai Arbitrary Silang Budaya. *Seminar Psikologi Kebangsaan 2010*.
- Ooh Seow Ling, Murnizam Hj. Halik. 2010. Pengaruh Nilai Dan Sikap Kewangan Terhadap Gaya Membuat Keputusan Pengguna. *Seminar Psikologi Kebangsaan 2010*.
- Rafidah Iskandar and Murnizam Hj. Halik. (2009). Economic Socialization of School Children In Lawas. *Southeast Asia Psychology Conference 2009*: Universiti Malaysia Sabah
- Ooh Seow Ling and Murnizam Hj. Halik (2009). Undergraduates Attitudes Towards Money. *Southeast Asia Psychology Conference 2009*: Universiti Malaysia Sabah.
- Lailatul Qamar Ali Husin, Murnizam Hj. Halik and Ismail Maakib. (2009). Sexual Self-disclosure And How It Affect Sexual Satisfaction: A Cross Cultural Study. *Southeast Asia Psychology Conference 2009*: Universiti Malaysia Sabah.
- Alfred Chan, Ismail Maakib and Murnizam Hj. Halik. (2009). The Relationship Between Personality, Counter Productive Work Behavior And Job Satisfaction Among Workers In Malaysia. *Southeast Asia Psychology Conference 2009*. Universiti Malaysia Sabah.
- Murnizam Hj. Halik , Ismail Maakip, Mohd Sharani Ahmad, Peter Voo Su Kiong, Ngui Sin Yee. (2009). The Perception Of Graduate

Unemployment In Malaysia. *Southeast Asia Psychology Conference 2009*. Universiti Malaysia Sabah

- Murnizam Hj. Halik, Paul Webley. (2009). The Attribution Of Poverty Among Malaysian Students In The United Kingdom. *Southeast Asia Psychology Conference 2009*. Universiti Malaysia Sabah.
- Mohd. Sharani Ahmad, Ismail Maakip, Peter Voo Su Kiong, Murnizam Hj. Halik. (2009). Factors Preventing Parents From Seeking Learning Support For Their Children In The Special Education Class. *Southeast Asia Psychology Conference 2009*: Universiti Malaysia Sabah.
- Peter S.K. Voo, Murnizam Hj. Halik , Ismail Maakip, Mohd. Sharani Ahmad. (2009). Practicing Harm Reduction: An Alternative Approach To Prevent HIV Infection, The Situation In Malaysia. *Southeast Asia Psychology Conference 2009*: Universiti Malaysia Sabah.
- Ismail B. Maakip, Mohd Sharani Ahmad, Murnizam Hj. Halik & Peter S.k. Voo. (2009). A Study Of Work-related Musculoskeletal Disorders Among Palm Oil Plantation Workers In Sabah. *Southeast Asia Psychology Conference 2009*: 1. Universiti Malaysia Sabah.
- R Zirwatul Aida R Ibrahim, Keis Ohtsuka and Murnizam Hj. Halik. (2009). An Overview Of Work Family Conflict And Employee Well Being: Role Of Support And Family Friendly Policy. *Southeast Asia Psychology Conference 2009*. Universiti Malaysia Sabah.
- Ferlis Hj Bahari, Lailawati Madlan, Patricia Kimong, Norzihan Ayub, Murnizam Hj. Halik. (2009). Hubungan Antara Orientasi Keagamaan, Kebimbangan Terhadap Kematian Dan Kesejahteraan Psikologi. *International Conference On Human Capital Development 2009 (iconhcd2009)*: Swiss Garden Resort And Spa, Kuantan, Pahang.

Reviewer

- Scientific Journal of Industrial and Organizational Psychology (Jurnal Ilmiah Psikologi Industri dan Organisasi – APIO PP Himpsi & Universitas Mercu Buana)
- Journal of Economic Psychology. A citation-indexed journal. Ms. Ref. No.: JOEP-D-08-00186. Title: The Relationship of Income And Money Attitudes To Subjective Assessment of Financial Situation Special Issue: Poverty, Journal of Economic Psychology
- Jurnal Kinabalu. UMS

Editor-in-Chief

Southeast Asia Psychology Journal (SAPJ)

Initiated: Centre for Southeast Asia Psychology (2011-now)

About APIO

APIO History

The idea to make an organization especially for scholars and practitioners in industrial and organizational psychology came out in a meeting in Industrial and Organizational Psychology Department, Faculty of Psychology University of Indonesia on Saturday, 11th September 1999. Asosiasi Psikologi Industri dan Organisasi (APIO) or Association of Industrial and Organizational Psychology is one of professional organization under Indonesian Psychology Association (HIMPSI). APIO is declared in Lembaga Psikologi Terapan UI, Jakarta on 5th October 1999 by several psychologists, both scholars and practitioners. The APIO founder Prof. Dr. A.S. Munandar, together with Dr. Doddy Haryadi, M.Si., Drs. Moch. Junus, Drs. Eddie Cahyono Putro, M.B.A., and Drs. Lukman S. Sriamin act as the steering committee to prepare the declaration. The declaration also signed by Dr. H. Enoch Markum as Chairman of HIMPSI, and Dr. H. Rahmat Ismail as Chairman Elected of HIMPSI.

APIO headquarter is in Jakarta as the capital city of Indonesia. And up to now APIO already have another 3 branches outside Jakarta that are in Surabaya (East Java), Bandung (West Java) and Yogyakarta (Central Java). Since 2005 APIO also have members in Kuala Lumpur (Malaysia), and Singapore who act as APIO liason.

Prof. Dr. Ashar Sunyoto Munandar, Dipl.Psych. is the first APIO Chairman, and since 30th October 2004 Dra. B. K. Indarwahyanti Graitto, M.Psi. become the new APIO Chairman up to 2010. And now Prof. Dr. Fendy Suhariadi, M.T., Psikolog become the President of APIO Indonesia.

APIO Vision

To become a strong, and reliable association in the field of industrial and organizational psychology (in Indonesia), and to give value added for its members and society.

APIO Mission

- a. To improve scientific and professional competency for its members

- b. To protect the consumer that is using APIO members services
- c. To serve and support its members concerning their professional integrity matters
- d. To be sensitive with its environment and society and to find solutions to solve the industrial and organizational psychological problems.
- e. To co-operate with other institutions to make the most beneficial for APIO stakeholders.

APIO Organization (2010-2014)

APIO Headquarter

Chairman/President : Prof. Dr. Fendy Suhariadi, M.T., Psychologist
Chief Executive : Dimas Aryo Wicaksono, M.A.
Secretary General : Drs. Sami'an, M.Psi., Psychologist

Regional Branch (Member of Executive Board)

Jakarta branch : Dra. Bertina Sjabadhyni, M.Si., Psychologist
Bandung branch : Prof. Dr. Suryana Sumantri, M.S.I.E, Psychologist
Dr. Yus Nugraha, Psychologist
Yogyakarta branch : Drs. Fathul Himam, M.Psi., M.A., Ph.D.

APIO Members of Honorary Advisor (2010-2014)

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Drs. Urip A. Mokoginta, M.Psi., M.A., Ph.D., Psychologist
Prof. Dr. Andreas Budiharjo
Drs. Harry Susianto, M.A., Ph.D., Psychologist
Dra.Phil. Hana Rochani G. Panggabean, Ph.D., Psychologist
Dra. B. K. Indarwahyanti Graitto, M.Psi., Psychologist
Prof. Dr. Benedicta Prihatin Dwi Riyanti
Dr. Rostiana D. Nurdjajadi, Psychologist

APIO Conference & Symposium

- APIO I Conference themed *“Compiling Ideas to grow Individual Competency and Organizational Competitiveness”* (Surabaya, 2-3 August 2002);
- APIO II Conference themed *“Preparing People for The Future Organization”* (Bandung, 5-6 August 2005);
- APIO III International Conference themed *“I/O Psychology at The Crossroad: Diversity in I/O Psychology”* (Jogjakarta, 9-11 August 2007);
- National Symposium *“Searching for Indonesian Leader and Leadership”* (Jakarta, 3 June 2009).
- APIO IV International Conferenced and Exhibition themed *“Strategic roles of Industrial & Organization Psychology in building Creative Society”* (Surabaya, 12-14 November 2010);
- APIO V International Conferenced and National Workshop themed *“Improving Employee Relations for a Better Organizational Climate”* (Jakarta, 5 Oktober 2013).
- *“Improving I/O psychology curriculum through education and I/O psychology competence through certification program”* (Forum APIO with I/O Psychology Department from several respective universities in Indonesia, Bogor 7- 8 February 2005);

APIO Books & Proceedings

- 2002: *“Meretas gagasan untuk Mengembangkan Kompetensi Individu dan Daya Saing Organisasi di Indonesia”* (Compiling Ideas to grow Individual Competency and Organizational Competitiveness);
- 2003: *“Peran Budaya Organisasi dalam Peningkatan Unjuk Kerja Perusahaan”* (The Role of Organizational Culture to Improve Organization Performance);
- 2005: *“Psikologi Ekonomi dan Konsumen”* (Economic and Consumer Psychology);
- 2007: *“Dinamika Perubahan Organisasi: Dari Sistem ke Individu”* (Organizational Change Dynamics: From System to Individual).

APIO Scientific Journal (JPIO)

Jurnal Ilmiah Psikologi Industri dan Organisasi (JPIO) or Scientific Journal of Industrial and Organizational Psychology is a journal which motivates research activity, academic exchange, and professional practice related to industrial and organizational psychological matters. This journal appreciates the interdisciplinary integration between industrial and organizational psychology and other social sciences as one of its approaches.

JPIO was established, in Jakarta, by the decree directed by the dean of Faculty of Psychology of Mercu Buana University, Jakarta (FPsi UMB) No. 21/059/F-SKep/XI/2012. Next, on 17 November 2012, a MoU on the collaboration between **Association of Industrial and Organizational Psychology - Indonesian Psychological Association (APIO-PP HIMPSI)** and FPsi UMB was signed in the context of the publication of JPIO. JPIO is published in June and December in a year.

The editors of JPIO only accept writings of empirical studies through e-mail address penyunting@jpio.org. Each writing received will be blind peer reviewed by our expert reviewers. Author guidance can be downloaded on http://www.jpio.org/jpio_template.doc

By reviewers coming from three countries, JPIO prepares to transform into an international reputed-scientific journal.

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Abstract Proceedings

BlackBerry consumers in Indonesia: Purchasing Decision, Customer Satisfaction, Lifestyle, and the Words of Mouth Communication

Verina H. Secapramana (verina@staff.ubaya.ac.id)
Faculty of Psychology, University of Surabaya

Nyoman Daisy Widyanti
Siti Fauziah Hanim M.
Paula Dinar Widya Pranastiti

Indonesia has long been named as the country with most BlackBerry users in the world. In August 2012 Ericsson ConsumerLab released the result of its study that Indonesia noted as the country with most BlackBerry users in the Asia Pacific region. This phenomenon invited pretty much reaction, ranging from admiration to a sense of wonder, considering the position of Indonesia as a developing country that indicates the limited purchasing power, while the price of a BlackBerry smart phone is quite expensive. The following research attempts to uncover the phenomenon of consumer behavior in Indonesia, particularly on BlackBerry users. Basically this report is a combination of 3 (three) explorative and co relational studies, which explores factors that influence buying decisions, consumer satisfaction and lifestyle, and the words of mouth communication, especially among college students. Respondents for each study were 200 people, so the total respondents were 600 people, who were taken by incidental sampling technique. Data analysis techniques using correlation and factor analysis. The results will be discussed later.

The Assessment Guidelines for The Best Paper

We invite our reviewers to choose the BEST PAPER in this conference. Our honorable reviewers are from from APIO and *Scientific Journal of Industrial and Organizational Psychology / Jurnal Ilmiah Psikologi Industri dan Organisasi* (JPIO; ISSN 2302-8440); they are:

- Prof. Fendy Suhariadi, M.T.;
- Prof. Suryana Sumantri, M.S.I.E.;
- Prof. Dr. Hora Tjitra;
- Dr. Murnizam Hj. Halik;
- Prof. Dr. Benedicta Prihatin Dwi Riyanti;
- Dr. Rostiana;
- Dr. H. A.A. Anwar Prabu Mangkunegara, M.Si.

The reviewer team will chose the BEST PAPER that will be awarded "***Prof. Dr. A. S. Munandar, Dipl.Psych.***" AWARD in anonymous.

The 5th APIO International Conference theme is "Improving Employee Relations for a Better Organizational Climate" divided into 8 topics: 1. Compensation and Wages, 2. Safety and Health, 3. Industrial Relations and Collective Bargaining, 4. Employee Well-Being, 5. Employee Discrimination and Outsourcing, 6. Work-life Balance and Engagement, 7. Employee Performance and Productivity, 8. Organizational Change and Leadership, and 9. Others.

THE ASSESSMENT PROCESS

From 22 full papers we have received some of it (8 papers) are categorized as "Others", which **is excluded** from this assessment. So, we only choose ONE from 14 papers.

In a very limited time we have, every reviewer will only be given 1-3 full text papers to be assessed, and we would like to ask you to CHOOSE ONE from the article attached to assess according to this guidelines.

The Reviewer Meeting on October 5 will decide which one is the best. Every Reviewer must finish their assessment **before** the meeting.

As already announce before that the full paper submitted to this conference basically will be published in the *JPIO*, but the highest quality paper could be recommended to be published in National or International Journal accredited.

Every Reviewer could write down their comments to support their decision. The possible decisions include:

- **Accept:** the paper has been accepted as is for JPIO;
- **Accept and recommended Elsewhere:** the paper has been accepted and recommended to be published in National or International Journal accredited;
- **Revisions Required:** the paper will be accepted, but requires minor changes;
- **Resubmit for Review:** the paper needs significant re-working, not accepted now;
- **Reject:** the paper was not accepted for publication with this journal, either because it was not seen to be of high enough quality, or its subject did not match the journal.

Prof. Dr. A. S. Munandar, Dipl.Psych.

In this conference, the best paper will earn "**Prof. Dr. A. S. Munandar, Dipl.Psych.**" Award.

Who is A. S. Munandar?

Ashar Sunyoto Munandar, was born on 23 Maret 1931 in Semarang. After attending a low, junior, and senior education, in 1951 he got a scholarship from the office of demobilisan students affairs in the high engineering, Universitas Indonesia, majoring in Electrical in Bandung.

In 1952 by a scholarship from the ministry of education, teaching and culture, he studied psychology in Rijkuniversiteit Leiden, Belanda. After passing the baccalaureate exam (*candidaats examen*) in tahun 1956 he moved to a university in Mainz, and in Hamburg, west Germany and graduated with a degree in psychology (Diplom-Psychologe) in 1959.

To carry out the compulsory work for the government, since he had got scholarship from the government, he worked in the Department of Psychology, Faculty of Medicine, University of Indonesia, in which in 1960 became Faculty of Psychology. In this faculty, he has ever served as Head of Research (1960-1961), Head of Vocational and Company Psychology (*Kepala Bagian Psikologi Kejuruan dan Perusahaan*) (1961-1967), Vice Dean for Alumni and Student Affairs (1963-1965), Director of the Institute of Applied Psychology (1978-1981), Dean (1981-1984), Head of Postgraduate Program of Industrial and Organizational Psychology (1983-1991).

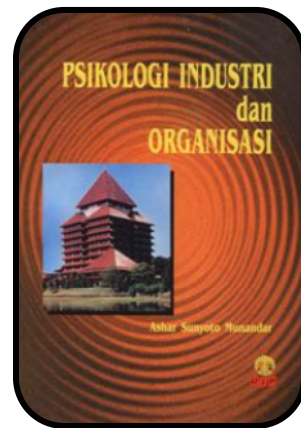
Besides working in the faculty of Psychology, University of Indonesia, he also took part-time job in the college of management, education and management development foundation. He worked there as a lecturer and as Head of Selection and Employment (1967-1970). In 1970 he was given a job from government to work as a professional staff at the Regional Center for Educational Innovation and Technology from Southeast Asian Ministers of Education Organization (SEAMEO) in Singapore for two years, until 1972.

In 1975, he became a guest lecturer (*gastwetenschappelijke medewerker*) at Vakgroep Arbeids en Organisatie Psychologe (in the field of employment and organizational psychology), Sub-Faculteit Psychologe, Universiteit Nijmegen, The Netherlands, for one year. In that period, he started constructing his dissertation which later he finished it in 1977, under the *promotor* of Prof. Dr. Selamat Iman Santosa as well as *Co-promotor* Prof. Ch. De Wolf and Prof. J. E Ismail, Ph.D, His dissertation was entitled, "*The Identification of Potential Middle Managers: A System Approach*". From 1976 to 1978 he assisted as an instructor at Management institution FE-UI. In 1979, he was appointed to be a permanent Professor and presented his inagural speech entitled, "*Pengembangan Sumber Daya Manusia*

dalam rangka Pembangunan Nasional", which then be published as a book by LPPM (1980).

Until the end of his days, he was still serving as a permanent professor of University of Indonesia. Some of his scientific works, among others:

- S.C Utami Munandar, Ashar Sunyoto Munandar, 1987. Psychology in Indonesia: Its Past, Present, and Future. In: G. H. Blowers, A.M. Turtle, eds. Psychology Moving East. University Press, Sydney, Australia;
- Munandar Ashar Sunyoto, 1990. Indonesia Managers, Today and Tomorrow. International Journal of Psychology, 25, 855-869;
- Munandar, Ashar Sunyoto, 1990. Psikologi Industri. Karunia, Jakarta;
- Munandar, Ashar Sunyoto, 2001. Psikologi Industri dan Organisasi. Penerbit Universitas Indonesia, Jakarta;
- Munandar, Ashar Sunyoto, 1996, Management in Indonesia. In: Malcolm Warner, editor. International Encyclopedia of Business and Management, volume 3, 2881-2886, International Thomson Business Press, Hampshire, England.



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About Mercu Buana University

Mercu Buana University (UMB, or Universitas Mercu Buana) is a private university located in Jakarta, Indonesia. It was established on October 22, 1985. Its main campus – Campus A – is located in Meruya, West Jakarta. Campus B is in Menteng and Campus C in Depok.

Founding and Early History

With his background as a teacher at Taman Siswa, Pematang Siantar, North Sumatera, H. Probosutedjo established Akademi Wiraswasta Dewantara (Dewantara Entrepreneur Academy – AWD) on November 10, 1981. The ground breaking of AWD was conducted by the late Mr. H. Adam Malik, Indonesian Vice President. The name of Dewantara was taken from a national education figure Ki Hajar Dewantara.

Before it had its own campus, lectures were given at Gedung Yayasan Tenaga Kerja Indonesia (The Building of Indonesian Migrant Workers's Foundation – YTKI) on Jalan Gatot Soebroto. In 1984, Yayasan Menara Bhakti (Menara Bhakti Foundation) built a campus which was named Menara Bhakti Campus.

In 1985 plans were made to erect an education institution equal to university level. With a decree of the chairman of Menara Bhakti Foundation in 1985 formed a committee to establish a university. On the committee were chairman Dr. Sri-Edi Swasono assisted by H. Abdul Madjid, the late Drs. Iman Santosa Sukardi, Drs. M. Enoch Markum, Ir. Suharyadi, M.S, Soekarno and the late Prijo S. Parwoto.

Kopertis Region III granted an operational permit to Mercu Buana University. On October 22, 1985 Mercu Buana officially declared as a university.

Campuses

- Campus A is on Jalan Meruya Selatan, Kebun Jeruk, West Jakarta.
- Campus B is in Tedja Buana Building (Kedaung) 4th, 5th and 6th floors on Jalan Menteng Raya No. 29, Central Jakarta.
- Campus C is in LIA Depok Building on Jalan Margonda No. 200, Depok, West Java.
- Campus D is on Jalan Raya Keranggan No. 6 Jatisampurna, Bekasi, West Java.

Source: http://en.wikipedia.org/wiki/Mercu_Buana_University

JPIO



www.jpio.org
ISSN 2302-8440

Jurnal Ilmiah Psikologi Industri dan Organisasi (JPIO) or Scientific Journal of Industrial and Organizational Psychology is a journal which motivates research activity, academic exchange, and professional practice related to industrial and organizational psychological matters. The journal appreciates the interdisciplinary integration between industrial and organizational psychology and other social sciences as one of its approaches.

JPIO was established, in Jakarta, by the decree directed by the Dean of Faculty of Psychology of Mercu Buana University, Jakarta (FPsi UMB). On 17 November 2012, a MoU on the collaboration between Association of Industrial and Organizational Psychology - Indonesian Psychological Association (APIO-PP HIMPSI) and FPsi UMB was signed in the context of the publication of JPIO. JPIO is published in June and December in a year.

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