

Perceptions of Communication Organizational - Family and Authentic Leadership

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ABSTRACT

Research on authentic leadership antecedents is still limited. Several studies have shown that the role of psychological capital, self-knowledge and self-consistency is not consistent as antecedents of authentic leadership. Likewise related to the role perceptions of organizational and family communication as a mediator of authentic leadership. Understanding that the process of authentic leadership formation comes from internal processes but also depends on the organizational and family context. This study aims to examine the role of organizational and family communication perceptions as a mediator of authentic leadership models in group leaders. Collecting data using survey methods. Participants were 110 group leaders at a steel company in Bekasi, and Bakery, production and sales in Bandung. The results show that perceptions of organizational and family communication is not become a mediator on relationship between antecedents and authentic leadership. The benefit of this research is that it contributes to the integration of studies of authentic leadership models. It shows that the role of mediator is not supported. The limitations of the research are related to the measurement of organizational and family communication perceptions which have limited indicators, the implication is theoretically necessary to review the broader aspects of the organizational and family context as an understanding of organizational culture.

Keywords: *Authentic leadership, Perception of organizational family communication, Antecedent.*

1. INTRODUCTION

Many countries in the world are currently experiencing a major crisis in leadership in terms of politics, government, business, non-profit organizations, even in the fields of education and religion. Caza and Jackson explicitly termed a "global leadership crisis" to explain the scandals that occurred in corporations and politics around the world [1]. In Indonesia, it is pointed out that most organizations do not yet have a mature career or leadership succession plan in all organizational lines, and there is a lack of trust among organizational members in leaders [2]. Such challenges have the implication that effective leaders are needed. It takes a leader who understands the problem in a contextual

manner, is aware of the strengths and weaknesses of himself and others and has integrity.

The harmony of what is said and done by the leader is important in order to build the trust of subordinates. This harmony can arise, among other things, if the individual as a leader can understand himself (weaknesses and strengths).

This understanding will make it easier for individuals a leaders to be more open, thus helping the process of building trust between superiors and subordinates. In this regard, authentic leadership studies show a growing development as shown by various studies both in the western and eastern world (cultural dichotomy). For example, several research studies have been carried out in various countries such as America [3], Australia [4], Belgium [5], Brazil [6], Germany [7], Nigeria [8], Taiwan [9] and

Indonesia [10]. This shows that interest and attention to this topic is still growing in Indonesia and outside Indonesia. There are very limited studies related to the antecedents of authentic leadership. Based on searches on google.com and google scholar with the keyword "antecedent s of authentic leadership", there are only a few studies that are related to a more comprehensive model (antecedents and consequences) [11], [12].

Therefore, this study will choose self-knowledge and self-consistency as antecedents. The selection of self-knowledge and self-consistency can also be seen as part of understanding an intrapersonal perspective, therefore these variables are variables that still need to be deepened, especially in a different cultural context. . In this cultural context, the role of communication within the organization and in the family also influences the formation of authentic leadership [13].

The determination of psychological capital is chosen based on the understanding of the concept that in the interpersonal process the capacity or psychological capacity model exists in the individual and can form individual authentic leadership. Besides, the perception of communication in organizations and families, as part of understanding the process of leadership formation, is a factor that needs to be considered.

Based on the problems described above, the main statement to be answered through this research is what are the antecedents and the role of communication in organizations and families to become authentic leadership mediators.

2. METHOD

The identification of research variables is carried out based on the hypotheses compiled in this study. The endogenous variable of this research is authentic leadership. The exogenous variables of this study include Self knowledge, Self Consistency and Psychological capital. Perceptions of organizational and family communication as a mediating variable.

This study is to measure leadership that involves leaders at the level of team leaders (unit heads, department heads, assignment team heads). Therefore, this study needs to be used by organizations that have many work units or group units. Respondent criteria, namely employee status is permanent employee; Minimum work period of 2

years, minimum high school education, and maximum age of 60 years.

The selection of research respondents was carried out by purposive random sampling, in which the researcher took respondents based on specific objectives, namely unit leaders in various types of organizations (manufacturing, production and sales). There are 2 medium scale organizations (based on the number of employees moving from 100-1000) that participated in this study. PT Mayasari, in the city of Bandung, and PT. Toyogiri is in the city of Bekasi. PT Mayasari is engaged in bread making services (production and sales, shops spread across Bandung and its surroundings), has 324 employees for all parts of both production and branches. PT. Toyogiri, in collaboration with companies in South Korea and China, is engaged in the manufacture of steel in Bekasi. The number of employees is 870 people. Production is shipped throughout Indonesia.

The procedure for determining the organization is based on the willingness of the organization to be the research site. Another consideration is that the organization has a work unit which operationally has a coordinator, section head, section head or supervisor.

Measurements for all variables are the result of adaptation of existing measurements and are used in a research framework for science development.

Self knowledge is measured by a combined scale of self-concept and self-confidence. There are 8 items related to self-understanding of individual values / expectations, beliefs and behavior.

Self consistency is measured by the Preference of Consistency Scale. In particular, internal consistency is used because it accesses efforts to get consistency between intentions / expectations, beliefs and behaviors.

The psychological capital scale has 1) having the confidence (self efficacy) to take and make an effort necessary for the success of the task at hand, 2) giving a positive response (optimism) for present and future success, 3) being diligent and persistent in the goals and objectives and if necessary, rearrange efforts towards the goal (hope) in order to achieve success and 4) if faced with problems and failures persist 4) if faced with problems and failures persist and bounce back and even stronger.

There are two types of evidence collected in order to check the validity of the measuring

instrument, namely evidence related to the test content and related to the internal structure of the test

The analysis of the reliability of the measuring instrument used is internal consistency, which is the consistency between the parts in the test. The reliability coefficient is obtained when testing the correlation of each item with the total score. Analysis of this reliability was carried out on 110 respondents. Overall the reliability of this research measuring instrument was at a high and very high level.

The stage before analyzing the data was to perform the assumption test, normality test, homogeneity test, outlier test and multicollinearity test. Hypothesis testing (authentic leadership antecedents) using the Structural Equation Model (SEM) method with the help of the AMOS version 20 program. The purpose of this analysis is to test the hypothesis proposed in this study.

Confirmatory modeling strategy was chosen as the model in this study because the researcher only has a single model consisting of a series of relationships and uses SEM to assess how well the proposed model fits empirical data.

The basic assumption of SEM is that the data is normally distributed and the estimation technique used is maximum likelihood. This technique was chosen because under ideal conditions, this technique still provides stable and valid results with a sample size as small as fifty samples and is not biased when the assumption of multivariate normality is met [14]

3. RESULT

Respondents in this study were female employees who have subordinates (sie, unit, division, organizational department in Bandung and Bekasi. The total number of respondents who filled the entire scale was 110 people. The number that could be analyzed was 110 employees. Based on gender, there are 58 (53%) male employees and 52 (47%) female employees

Estimation of the reliability of research data on 110 respondents was carried out using the Cronbach Alpha statistical test. The results can be seen in the table 1.

Table 1. Reliability coefficient

Variable	Reliability coefficient	Meaning
Authentic Leadership	0,93	high
Self consistency	0,866	high
Selfknowlege	0,937	high
Psycap	0,953	high
Org and family com percept	0,896	high

The validity of research data on 110 respondents is known from the size of the load of each observed variable that forms the latent variable. Data is said to be valid if it has a factor load > 0.5 [15]. The factor load of all variables that meet the requirements is called valid.

The results of multivariate testing on this research data produce normal data on authentic and antecedent leadership. This is shown by the Komogorov Smirnov normality test, see table 2.

The multicollinearity test results for authentic and antecedent leadership showed no correlation

between independent variables. This is indicated by the statistically justified error rate (tolerance > 0.10) and the squared standard deviation inflation factor (VIF > 0.10). The results can be seen in the table 3.

The results of this study indicate that the antecedent theoretical model hypothesized in this study is in accordance with the empirical data. The suitability of the antecedent model can be seen in the figure 1. The suitability of the theoretical model with empirical data is shown by the fulfillment of all the goodness of fit (GoF) criteria, as shown in the table 4.

Table 2. Normality test

Variable	Coefficient	Asym sig	Meaning
Auth lead	0,678	0,747	normal
Self consistency	0,806	0,535	normal
Selfknowledge	1,035	0,235	normal
Psycap	1,106	0,173	normal

Table 3. Tolerance values and VIF

Variable	Tolerance	VIF	Meaning
Psycap	0,862	1,161	No multicollarity
Selfkcons	0,732	1,367	No multicollarity
Selfknow	0,82	1,219	No multicollarity

Table 4. Godness of Fit (GoF) Structural Model Parameters

Parameter	Gof	c.r	meaning
Chi -Square	95,257	small	high
P	0,09	≥ 0,05	high
RMSEA	0,045	≤ 0,08	high
CFI	0,977	> 0,90	high
GFI	0,901	> 0,90	high
AGFI	0,848	≥ 0,09	moderate
TLI	0,969	>0,09	high

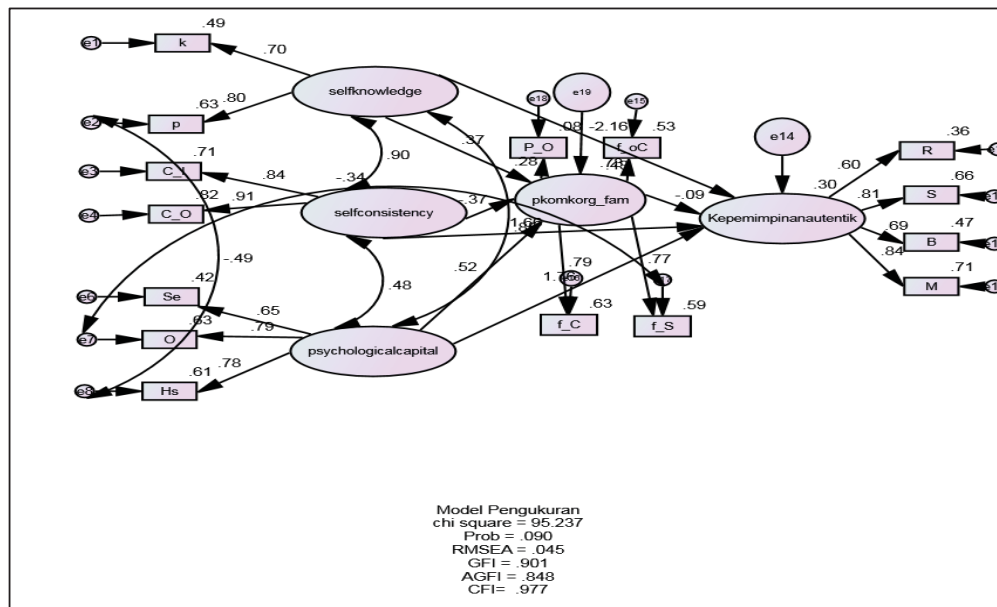


Figure 1. The measurement model of authentic leadership antecedents

4. DISCUSSION

Based on the results of testing the first hypothesis, it is shown that authentic leadership can be explained through the emergence of self-knowledge variables, self-consistency variables and psychological capital and perceptions of communication in organizations and families acting as mediators.

The results of this study indicate that the theoretical model of self-knowledge, self consistency and psychological capital and authentic leadership assertions as a mediator with authentic leadership is in accordance with empirical data. These results corroborate previous findings related to theoretical and conceptual studies. The antecedents of these three variables were self-knowledge, self-consistency and psychological capital which were relatively larger. These three variables have a direct relationship that is greater than the indirect relationship. This is also confirmed by only the psychological capital variable which is significant and positively associated with authentic leadership. Even so, the hypothesis finding that psychological capital can be antecedent implies that the role of psychological capital is quite influential on authentic leadership

The role of organizational and family communication perceptions in this study is not significant enough to act as a mediator because the correlation between variables is higher in direct relationships. In this context there are several concerns related to the role of organizational and family communication perceptions, especially related to measurement tools. Perception measurement tool of organizational communication (has 1 item) and perception of communication in family has 3 items. The representation of this item is not significant enough to influence the emergence of item leadership. Therefore, further research pays attention to indicators of measuring perceptions of organizational and family communication.

This study shows that the role of perceptual communication in organizations and families does not directly affect authentic leadership. Antecedents of self-knowledge, self-consistency and psychological capital play a more direct role in influencing the formation of authentic leadership than through perceptions of organizational and family communication leadership.

5. CONCLUSION

The theoretical model of authentic leadership could be explained by self-knowledge, self consistency and psychological capital and authentic leadership assertions as a mediator. Self-knowledge, self-consistency and psychological capital have a direct relationship toward authentic leadership.

AUTHORS' CONTRIBUTIONS

This study provides an alternative in understanding authentic leadership through the perspective of the perceived role of organizational and family communication as a mediator. This role has no significant relationship. The role of antecedents (self knowledge, self consistency and psychological capital) has a significant relationship with authentic leadership .

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Zefanya Relita Trisnaningati, Frikson Christian Sinambela

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Bawinda Sri Lestari, Joniarto Parung, Frikson C. Sinambela

Students are required to be able to speak publicly. The ability to speak in public will make it easier for students to convey ideas, or suggestions and become a value-added skill for them. Based on literature studies there are several factors that influence public speaking anxiety, including self-efficacy...

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Effects of Neurofeedback Training on Anxiety Symptoms Among University Students

Jasmine Adela Mutang, Chua Bee Seok, Guan Teik Ee

Previous studies reported that university students are a population at risk of that mental health problems. The most common intervention for anxiety disorders are pharmacological and/or nonpharmacological strategies such as psychotherapies. Besides that, there is a growing interest neurofeedback training...

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Character Strengths of Student and College Student Undergoing Learning Activities During the Covid-19 Pandemic

Hetti Sari Ramadhani, Jatie K. Pudjibudojo, Lena N. Panjaitan

Youth character strengths becomes the front line for the nation's future generations to face future challenges, including during the Covid-19 pandemic. Previous research has shown character strengths in helping people and the nation cope the vicissitudes of Covid-19 pandemic. This research aims to identify...

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Models of Career Maturity in Adolescents

Novi Qonitatin, Erin Ratna Kustanti

Career maturity is individual ability to carry out career developmental tasks according to career developmental stages, in which adolescents should be able to make plans and perform career decision-making. The problems that arise, adolescents are challenged to carry out career-decision making. The aim...

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Surviving Marital Relationship During the COVID-19 Pandemic: A Systematic Review on Marital Conflict

Shinta Wisyaningrum, Ignasia Epifani, Annastasia Ediaty

Pandemic COVID-19 brings tremendous impact on families, particularly on marital relationship. We reported finding on systematic review concerning how marriages survive against marital conflict during COVID-19 pandemic. Using the Google Scholar database, we searched articles using the following keywords...

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Marital Distress and Satisfaction During the COVID-19 Pandemic: A Systematic Review

Ignasia Epifani, Shinta Wisyaningrum, Annastasia Ediati

COVID-19 pandemic brings tremendous impact on families, particularly on marital relationship. This paper reported findings on systematic review concerning the stressor and psychological problem encountered by married couples. We search in the Google Scholar database using the following keywords “marital...

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Risk Factors of Domestic Violence Reported Before and During the Covid-19 Pandemic: A Systematic Review

Fawwaz Mishbah Syibulhuda, Annastasia Ediati

The presence of COVID-19 as a global pandemic has triggered the implementation of several policies such as lockdowns to limit public interactions and controlling the spread of the virus. Meanwhile, pandemic also impacts business and jobs resulted in downsizing and reduced income, leading to increased...

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Divorce Decision-Making in Javanese Women: A Review from Social, Cultural, and Gender Perspective

Devi Puspitasari, Jatie. K. Pudjibudojo, Hartanti

Divorce phenomenon all across the globe has shown significant increases, which also happens in Indonesia. Based on records from the Supreme Court, there were 480.618 divorces cases in 2019, with 25% cases filed by the husbands and 75% cases

filed by the wives. This study aims to identify divorce decision...

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Marital Satisfaction in Individuals Who Remarry After Divorce

Dewi Widiastuti

Every individual who enters married life certainly expects the presence of happiness in domestic life with the same person from beginning to end, one forever. Due to several different factors, in reality married life has its respective problems, so that family life cannot be compared with one another....

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The Implementation of Life-Review Intervention to Increase the Quality of Life on Elderly Widows

Venty Ratnasari Telaumbanua, Srisiuni Sugoto

Quality of Life is the viewpoint or perspective of individuals regarding how good their currently experienced life is. In later adulthood (old age), there are many changes, such as changes in physical and cognitive abilities, and also changes in social roles and emotional conditions, especially on elderly...

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Engaged Teachers Scale for Special Educational Needs Teachers in Indonesia: A Rasch Model Approach

Ika Febrian Kristiana, Ermida Simanjuntak

Engaged Teachers Scale (ETS) is currently the only scale measuring teacher engagement. Although it has good validity when it was developed by Klassen et al

(2013) in the UK, but there were not many have reported its validity when used in different cultural settings. Therefore, the ETS adaptation process...

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Work-family Conflict, Perceived Stress and Intention to Commit Traffic Violations: A Model Guided by The Theory of Planned Behavior

Madihah Shukri

Despite the importance of traffic violations in relation to road safety, little is known, however, about the link between stress particularly work-family conflict and violations behaviors. This study assessed the predictive effect of the theory of planned behavior (TPB) constructs and additional predictors...

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Family Support on Working Mother's Work-Family Conflict: Role of Communal Sharing Social Relations

T N E D Soeharto, M W Kuncoro, S A Prahara

This study aims to determine the effect of family support on work-family conflict in mothers who work through communal sharing social relations. The formulation of the problem in this study is whether the effect of family support on work-family conflict in mothers who work through communal sharing social...

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The Role of Psychological Capital in predicting Work-Family Conflict

Rusmalia Dewi, Joniarto Parung, Artiawati

Research on psychological capital and work-family conflict has shown mixed results. Several studies have shown a high correlation between results and a low one. In theory, psychological capital should be able to become an individual's psychological resource in reducing work-family conflicts. Research...

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The Role of Hindrance Stressor and Distress in Teachers' Work-Life Balance

Pan Lee Ching, Chua Bee Seok, Rosnah Ismail

Excessive workload is appraised as hindrance stressor because it obstructs teachers' achievement in the workplace and then to a negative response like distress, the response would harm the work-life balance. Hence, this study aims to examine the relationship between hindrance stressor and work-life balance...

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The Influence of Work-Family Interface and Emotional Exhaustion on Turnover Intention Among Doctors in Malaysian Public Hospitals: Applying Affective Commitment as the Moderator

Ifrah Harun, Rosli Mahmood

Drawing from a Job-Demand and Resource (J-DR) model and Conservation of Resources theory (COR), this study aims to examine the moderating role of affective commitment in relation to work-family interface (WFI), emotional exhaustion (EE), and turnover intention. Particularly, this study examines how the...

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Exploring Subjective Career Success

Tri Muji Ingarianti, Fendy Suhariadi, Fajrianthi

This exploratory qualitative study attempted to investigate and explore Indonesian employees' subjective career success. Twenty employees from governmental, banking and private sectors were interviewed. The findings showed that there are six themes related to subjective career success. Subjective career...

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The Role of Parents in Teaching Community Engagement to the Children: An Exploration Study Among Balinese Family

Wyke Youlanda, Dian Veronika Sakti Kaloeti, S Ayu Kurnia

Parents are required to introduce traditions to their children and effectively instill local wisdom values in the next generation according to the culture of the area where they live. The role of Balinese parents as the first promotional agent to teach Balinese culture to their children, which involves...

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Emerging Issues in Education and Family the Effect of Parental Social Support on Career Decision Making Self-Efficacy

Ferdi Sapan Alextian, Sri Muliati Abdullah

Every year senior high school students are confronted with the career decision associated with college majors. Many senior students are unsure of the selected college choices because of the lack of social support from parents. This study aims to determine the effect of parental support on career decision...

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Does Hovering Matter? The Effect of Helicopter Parenting on

Adolescents' Suicidal Ideation

Samita Karunaharan, Charles Ganaprakasam, Tinagaran Selvarajah

Since parents are the prime source of a child's mental health development, the practice of inappropriate and impertinent parenting can lead to various psychological problems. Very few studies have been conducted to investigate the relationship between parenting styles and suicidal ideation among Malaysian...

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The Influence of Personal Growth Initiative and Self-Regulated Learning on Victims of Bullying and the Differences in Terms of Parental Educational Background

Putri Saraswati

Bullying victims have greater desire to develop themselves into a better person than the bully. In psychological terms, efforts to become a better person are called Personal Growth Initiatives (PGI). Individuals with good PGI will continue to strive to develop themselves. In this context, the PGI is...

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Family and Social Environmental Factors in the Effects on Family Resilience: A Systematic Literature Review

Yosika Pramangara Admadeli, Pascalis Muritegar Embu-Worho

Families often face extremely challenging experiences or crises caused by various factors. It is important to understand how family members give each other support when problems occur in the family, how one solve the problems, and how one rebuild their lives after the transition. Therefore it is crucial...

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Unearthing the Role of Female Breadwinners in Family Resilience During a Crisis:

A Case Study in Artisanal and Small-Scale Gold Mining Community in Tewang Pajangan, Central Kalimantan, Indonesia

Safura Intan Herlusia, Tannia Paramita, Vovia Witni, Budi Susilorini

COVID-19 can negatively impact family resilience as the pandemic causes social disruptions and mental distress, whether due to financial insecurity, physical distancing or confinement. Based on previous studies, such impacts were disproportionately felt by vulnerable families, including those with female...

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Understanding the Step-sibling Relationship Through Bibliometric-visualization and Narrative Analysis

Devina Ratna Anggita, Costrie Ganes Widayanti, Kartika Sari Dewi

The study aims to reveal the dynamics of step-sibling relationship and its acceptance in families whose parents remarried after divorce. The study implemented qualitative systematic review research method to study on step-siblings from 2000 to 2020 (n =19 corpus; range of participants =11-33 years old)....

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"We Consider Him as a Menace to Our Family": Extended Family Variances in Attitudes Towards People with Schizophrenia

Ni Luh Kade Nadia Rastafary, Marselius Sampe Tondok

Schizophrenia is a psychotic mental disorder that causes psychiatric symptoms, such as confusion in thinking, emotions, perceptions, and deviant behaviour. The prevalence of schizophrenia/ psychosis in Indonesia was 6.7 per 1000 households. The highest prevalence distribution was in Bali and Yogyakarta...

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Family Relationship in the Era of Disruption: Communication Strategy of Parents-Millennial Children

Afifah Chusna Az Zahra, Jainul Mukhaimin Nurofik, Mochammad Sa'id

The relationship between parents and millennial children is an example of inter-generational interaction that can raise communication problems in-between. One of its factors is the development of technology. The relentless globalization, along with the rapid technology innovation, creates something called...

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Caregivers Feeding Styles for Children 6-20 Months of Age in Rural Areas Wonosobo District Central Java Indonesia

Hadi Ashar, Ina Kusriani, Leny Latifah, Dyah Yunitawati

Caregivers feeding style is one of the efforts in preventing malnutrition. It not only fills the nutrition needs to grow but also, psychologically, fills the affection that will support the child's growth and development. The purpose of this study is to know the feeding style to the children and the...

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The Effectiveness of Al-Quran Surah Ar-Rahman Murottal Listening Therapy for Improving Positive Emotions on Informal Caregivers of Schizophrenia

Abdi Winarni Wahid, Fuad Nashori

The objective of this study was to examine the effectiveness of the listening training on Al-Qurán Surah Ar-Rahman murottal in increasing positive emotions in informal

caregivers of schizophrenia. There were 10 participants in this study who were divided into two groups. The first group was given treatment...

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Husband's Social Support, Emotional Competence and Compassionate Love in Mother of Children with Autism Spectrum Disorder

Dinie Ratri Desiningrum, Dewi Retno Suminar, Endang Retno Surjaningrum

Parents of children with autism spectrum disorder (ASD) experience greater levels of stress, anxiety, and depression than parents of children with other developmental disorders. Mothers experience stress in caring, while loving care is needed, which in this study defined as compassionate love, to optimize...

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External and Internal Factors Affecting Subjective Well Being Parents of Children With Special Needs

Sri Asih Andayani, Jatie K. Pudjibudojo, Evy Tjahjono

Subjective well-being (SWB) is a key to a prosperous life. All married couples expect to deliver physically-normal babies. Unfortunately, some families have special need children. In general, the number SWB parents of children with special needs are lower than SWB parents with typical children. Factors...

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Relationship Between Husband Social Support and the Resilience of Mother of Children with Autism Spectrum Disorder (ASD)

Sarah Aurelia Saragih, Marisa Fransiska Moeliono

Mothers with ASD children face daily adversity that translates into a high level of stress due to the symptoms the child has. Mothers must overcome all the challenges and adversity by having resilience. Resilience held by mothers is formed from external factors, namely social support from their spouse....

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[Roles of Family in Introducing Early Sexual Education to Children](#)

Ellya Rakhmawati, Noor Rochman Hadjam, Dita Permata Aditya, Adhitya Riska Yunita

Sexual education in Indonesia is remained Taboo, so many parents and schools do not have the awareness to provide sexual education to the children. However, some families tried to educate their children about sexuality. This study answers questions raised which how parents are involved in providing sexual...

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[Psychological States of Rural Area's Children During Covid-19 Pandemic](#)

Hon Kai Yee, Ezzah Nurhazimah Husin, Norafifah Bali, Wanda Kiyah Albert George

As the coronavirus (COVID-19) pandemic sweeps across the world, it has a profound effect on human psychological and daily life. However, fewer studies are focusing on children's psychological states. The purpose of the present study aimed to examine the children's psychological state and their emotions...

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[Family Resilience: Prisoner's Perspective \(A Phenomenology Study in Kedungpane Correctional Institution Semarang\)](#)

Nailul Fauziah, Endang Sri Indrawati, Adi Dinardinata, Achmad Mujab Masykur

Incarceration is an experience that is torturous, severe, full of suffering, frightening, worrying and full of pressure for both the prisoner and the whole family. Good adaptability is needed to face the dynamic changes that are stressful and challenging so that they can recover quickly and can maintain...

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Maintaining Marriage Behind the Prison: A Qualitative Study Through Incarcerated Husband Perception

Kholifah Umi Sholihah, Dian Veronika Sakti Kaloeti, Adi Dinardinata, Rahmadian S Laksmi

The relationship between husband and wife is an essential thing in marriage. However, there is a special circumstances that have significant effect in marriage, such as imprisonment. The relationship will face many quandaries. This study explores the perception of prisoners toward their marriage and...

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The Effect of Resilience on the Quality of Life and Psychological Symptoms on Incarcerated Women

Talitha Lintang Pertiwi, Dian Veronika Sakti Kaloeti

It is known that incarcerated women have problems that affect their psychological condition, such as experiencing depression and anxiety. Based on previous studies, the resilience and quality of life can minimize the depression and anxiety experience of the inmates in correctional institutions. This...

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Qualitative Study of Subjective Well-being Phenomenology of the Assisted Citizens of Kedungpane Prison Semarang

Achmad Mujab Masykur, Adi Dinardinata

Being a prisoner in prison is certainly not everyone's dream. Imprisonment is an experience that is torturous, severe, full of suffering, frightening, worrying, and full of pressure for the prisoner. Good adaptability is needed to face the dynamic changes that are full of pressure and difficulties so...

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Cultural Norms and Practices in Resilience of Indonesians' Natural Disaster Survivors

Julia Suleeman

As a country located between two rings of fire, Indonesia experiences lots of natural disaster: earthquake, tsunami and eruption. It is expected that people in areas often affected have an ability to live with disasters that can happen anytime. This article reports a series of study aiming to identify...

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The Risk and Protective Factor in the Resilience Development of Indonesian Navy Soldier's Wives

Wiwik Triwidiyanti, R Yusti Probowati, Andrian Pramadi

One of the stressors for soldier's wife that potentially affect their mental health is the deployment or assignment of their husband for 3-12 months apart from his wife and children. Wives of soldiers must have resilience, the ability to survive or bounce back from the stresses of life. The aim of this...

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Leadership Style & Management System in Family Business for Z Generation Workers

Aulia Risky

In Indonesia, family businesses still dominate the industrial world, based on the results of a survey by Price Waterhouse Cooper (PwC) in 2014, more than 95% of businesses in Indonesia are family owned. Family businesses usually adopt and maintain the initial values set by the owner who acts as the founder...

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Perceptions of Communication Organizational - Family and Authentic Leadership

Paulus Eddy Suhartanto, Markus Hartono, Frikson Sinambela

Research on authentic leadership antecedents is still limited. Several studies have shown that the role of psychological capital, self-knowledge and self-consistency is not consistent as antecedents of authentic leadership. Likewise related to the role perceptions of organizational and family communication...

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Phenomenological Study Regarding the Consequences of Job Relocations

Mirwan Surya Perdhana, Dian Ratna Sawitri, Danang Edmirendy Surya Permana

The aim of this study is to investigate employee's perceptions of job relocation in Alpha Corp, a government organization with representative office located in all provinces in Indonesia. Despite the utilization of job relocation to improve employee's work quality and achieving organizational goals,...

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Work Engagement and Innovative Work Behavior: Meta-Analysis Study

Devietha Kurnia Sari, Ananta Yudiarso, Frikson Christian Sinambela

Work Engagement is referred to as the motivation employees have in involving and being enthusiastic about their work. An engaged employee will positively involve and strive to contribute to the organization through higher productivity, efficiency, and vast innovation. A motivational condition such as...

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Employee's Perception of Voicing: Does the Organization Really Provide Voice Channels?

Unika Prihatsanti, Seger Handoyo, Rahkman Ardi

This study aims to explore the employee voice in organizations based on the channel chosen. 151 employees from various companies in Indonesia who volunteered to be involved in this research (43,7% Male, 56,3% Female; 17,9% secondary-diploma, 59.6% Bachelor, 22,5% Master; Mean age=30,41, SD=7,68) answered...

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