

INTISARI

Tujuan dari penelitian ini adalah menguji pengaruh kepemimpinan etis terhadap perilaku menyembunyikan pengetahuan. Pengaruh dari kepemimpinan etis terhadap perilaku menyembunyikan pengetahuan dijelaskan melalui mekanisme *moderated mediation* dengan melibatkan pemediasi (kepemilikan psikologikal) dan pemoderasi (pemonitoran-diri). Sampel penelitian ini adalah karyawan swasta yang sudah bekerja minimal satu tahun di Yogyakarta sebanyak 169 responden. Menggunakan pendekatan *Macro PROCESS*, tiga hipotesis yang diajukan terdukung. Kepemimpinan etis terbukti berpengaruh negatif terhadap perilaku menyembunyikan pengetahuan melalui pemediasi kepemilikan psikologikal. Pemoderasi pemonitoran-diri terbukti memperkuat pengaruh kepemilikan psikologikal terhadap perilaku menyembunyikan pengetahuan. Secara simultan pengaruh kepemimpinan etis terhadap perilaku menyembunyikan pengetahuan melalui kepemilikan psikologikal terbukti lebih kuat pada pemonitoran-diri tinggi. Penelitian selanjutnya diharapkan lebih banyak lagi peneliti mengenai pemonitoran-diri dikarenakan penggunaan variabel pemonitoran-diri khususnya dalam bidang sumber daya manusia masih terbatas. Selain itu, Sampel dalam penelitian ini kecil, yaitu 169 sampel. Penelitian selanjutnya diharapkan dapat menyajikan sampel yang lebih banyak sehingga hasil penelitian dapat semakin valid.

Kata kunci: Kepemimpinan Etis, Kepemilikan Psikologikal, Perilaku Menyembunyikan Pengetahuan, Pemonitoran-diri

ABSTRAK

The purpose of this study was to examine the effect of ethical leadership on the behavior of hiding knowledge. The effect of ethical leadership on knowledge-hiding behavior is explained through a moderated mediation involving mediating (psychological ownership) and moderating (self-monitoring). The samples of this study were 169 respondents who were private employees who have worked for at least one year in Yogyakarta. The Macro PROCESS approach was used in this study, the three proposed hypotheses were supported. Ethical leadership has been shown to have a negative effect on the behavior of hiding knowledge through mediating psychological ownership. Moderating self-monitoring has been shown to strengthen the effect of psychological possession on knowledge-hiding behavior. Simultaneously, the effect of ethical leadership on knowledge-hiding behavior through psychological possession was shown to be stronger at high self-monitoring. Future research is expected to provide more research on self-monitoring because the use of self-monitoring variables, especially in the field of human resources, is still limited. In addition, the sample in this study was small, namely 169 samples. Future research is expected to provide more samples so that the research results can be more valid.

Keywords: Ethical Leadership, Psychological Ownership, Knowledge Concealing Behavior, Self-monitoring