

Intisari

Tujuan dari penelitian ini adalah menginvestigasi pengaruh persepsi politik organisasional pada *internal whistleblowing*. Selain itu, peneliti mengembangkan model mediasi tekanan dan moderasi komitmen profesional karyawan.

Sampel dalam penelitian ini menggunakan pendekatan teknik *purposive sampling* dengan pendekatan survei kuesioner. Penelitian ini menggunakan sampel sebanyak 123 karyawan tetap yang bekerja pada bank yang termasuk dalam himpunan bank milik negara. Data dianalisis menggunakan WarpPLS 7.0

Penelitian ini mengajukan lima hipotesis yaitu persepsi politik organisasional berpengaruh negatif terhadap niat melakukan *internal whistleblowing* dan berpengaruh positif terhadap tekanan yang dirasakan karyawan. Selain itu, tekanan yang dirasakan karyawan secara parsial memediasi pengaruh persepsi politik organisasional terhadap niat melakukan *internal whistleblowing*. Namun tidak mendukung hipotesis yang menyatakan jika komitmen profesional karyawan tinggi maka pengaruh positif politik organisasional karyawan terhadap tekanan yang dirasakan karyawan akan lemah.

Kata Kunci: Persepsi Politik Organisasional, Niat *Internal Whistleblowing*, Tekanan, Komitmen Profesional Karyawan

Abstract

The purpose of this study is to investigate the influence of organizational political perceptions on internal whistleblowing. In addition, researchers developed a model of mediating pressure and moderating employee professional commitment.

The sample in this study used a purposive sampling technique approach with a questionnaire survey approach. This study uses a sample of 123 permanent employees who work at banks that are included in the association of state-owned banks. Data were analyzed using WarpPLS 7.0

This study proposes five hypotheses, namely the perception of organizational politics has a negative effect on the intention to do internal whistleblowing and has a positive effect on the pressure felt by employees. In addition, the pressure felt by employees partially mediates the influence of organizational political perceptions on the intention to do internal whistleblowing. However, it does not support the hypothesis which states that if employees' professional commitment is high, the positive influence of employee organizational politics on the pressure felt by employees will be weak.

Keywords: Perceptions of Organizational Politics, Internal Whistleblowing Intent, Pressure, Employee Professional Commitment