

INTISARI

Tujuan penelitian ini adalah mengeksplorasi anteseden dan moderator yang mempengaruhi *person-group fit* (PG *fit*). Berdasarkan teori pemrosesan informasi, pertukaran informasi diprediksi berpengaruh positif terhadap PG *fit*. Berdasarkan model upaya kolektif, interdependensi tugas diprediksi memperkuat pengaruh positif pertukaran informasi terhadap PG *fit*. Kuesioner didistribusikan kepada 373 anggota kelompok kerja di berbagai organisasi yang ada di Indonesia. Sampel akhir yang layak untuk dianalisis terdiri dari 340 data yang teragregasi dalam 81 kelompok kerja. Analisis regresi pemoderasian secara hierarkis digunakan untuk menguji hipotesis penelitian ini.

Temuan penelitian ini menunjukkan pengaruh positif yang signifikan antara pertukaran informasi dan PG *fit*, tetapi tidak ditemukan peran variabel pemoderasian interdependen tugas yang signifikan terhadap hubungan positif antara pertukaran informasi dan PG *fit*. Hasil penelitian ini memberi manfaat pada perkembangan teoritis dan empiris literatur PG *fit* pada level kelompok.

Kata kunci : *person-group fit*; pertukaran informasi; interdependen tugas; teori pemrosesan informasi; model upaya kolektif

ABSTRACT

This study explores antecedent and moderator that affect person-group fit. Based on information processing theory, information exchange was predicted positively influence person-group fit. Based on the collective effort model, task interdependence was predicted stronger on the relationship between information exchange and person-group fit. A total of 373 sets of questionnaires were distributed to group members in many organizations located in Indonesia. The final sample selected for analysis was comprised of 340 data responses from 81 work groups. Multiple hierarchical regression analysis was used to test the study's hypotheses.

The findings were as follow: As predicted, there were a positive significant relationship between information exchange and person-group fit, and contrary to prediction, there was no significant moderating role of task interdependence in the relationship between information exchange and person-group fit. These theoretical and empirical developments highlight the potential and benefit of the group-level application of the person-group fit literature.

Keywords: person-group fit; information exchange; task interdependence; information processing theory; collective effort model