

***PSYCHOLOGICAL OWNERSHIP TO ORGANIZATION* SEBAGAI  
MEDIATOR DALAM HUBUNGAN ANTARA *LEADER-MEMBER  
EXCHANGE* DAN *PROSOCIAL VOICE* PADA PERAWAT**

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**ABSTRAK**

Penelitian ini bertujuan mengetahui peran variabel mediator dalam hubungan antara *Leader-Member Exchange* (LMX) dan *prosocial voice*. Peneliti menguji *psychological ownership* sebagai variabel yang mediasi pada hubungan tersebut. Hipotesis yang diajukan dalam penelitian ini adalah 1) terdapat hubungan positif yang signifikan antara LMX dan *psychological ownership*, 2) terdapat hubungan positif yang signifikan antara *psychological ownership* dan *prosocial voice*, 3) terdapat hubungan positif yang signifikan antara LMX dan *prosocial voice*, 4) variabel *psychological ownership* memediasi hubungan antara LMX dan *prosocial voice*. Jenis penelitian yang dilakukan adalah penelitian survey dengan teknik pengambilan sampel *purposive sampling*. Subjek penelitian adalah 143 perawat dari sebuah rumah sakit swasta di Pekanbaru. Alat tes yang digunakan untuk pengumpulan data berupa skala LMX, *psychological ownership*, dan *prosocial voice* yang di isi secara *self-report*. Skala LMX diadaptasi dari Liden dan Maslyn (1998) dengan koefisien reliabilitas *alpha cronbach* setelah diujicobakan sebesar 0,914. Skala *psychological ownership to organization* diadaptasi dari Pierce, Kostova, dan Dirks (2001) dengan nilai koefisien reliabilitas *alpha cronbach* setelah diujicobakan sebesar 0,746. Skala *prosocial voice* diadaptasi dari Van Dyne, Ang, dan Botero (2003) dengan nilai koefisien reliabilitas *alpha cronbach* setelah diujicobakan sebesar 0,825. Teknik analisis data yang digunakan adalah analisis regresi sederhana dan regresi berganda dengan bantuan IBM SPSS 21.00. Hasil analisis menunjukkan *psychological ownership* memediasi secara sempurna (*full mediation*) hubungan antara LMX dan *voice*  $Y = 8,782 + 0,277 X_1 + 0,016 X_2$ , sig( 0,776 > 0,05). Hal tersebut menunjukkan LMX yang tinggi akan mempengaruhi *psychological ownership*. Subjek yang memiliki *psychological ownership* akan mendorong kecenderungan individu untuk melakukan *voice*.

**Kata kunci :** *Prosocial voice, Leader Member Exchange (LMX), Psychological ownership, Mediator Perawat.*

**PSYCHOLOGICAL OWNERSHIP TO ORGANIZATION AS MEDIATOR IN  
THE RELATIONSHIP BETWEEN *LEADER-MEMBER EXCHANGE* AND  
*PROSOCIAL VOICE* IN NURSE**

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**ABSTRACT**

This study aimed to investigate the role of mediator variable in the relationship between Leader-Member Exchange (LMX) dan prosocial voice. This study tested psychological ownership as mediator variable in the relationship LMX and prosocial voice. Using 143 nurses from a hospital in Pekanbaru, the study conducted regression analyses to examine its hypotheses. The hypothesis of this study were 1) there was a significant positive relationship between LMX and psychological ownership, 2) there was a significant positive relationship between psychological ownership and prosocial voice, 3) there was a significant positive relationship between LMX and prosocial voice, 4) variable psychological ownership mediates the positive relationship between LMX and prosocial voice. This research used survey method and purposive sampling technique. Data collected by LMX scale, psychological ownership scale, and prosocial voice scale that filled by self-report. We adapted Liden & Maslyn (1998) scale to measured LMX with 0,914 aplha cronbach's. We adapted Pierce, Kostova, dan Dirks (2001) scale to measured psychological ownership to organization with 0,746 aplha cronbach's. We adapted Van Dyne, Ang, dan Botero (2003) scale to measured prosocial voice with 0,825 aplha cronbach's. We used simple regression and multiple regression to analyze data with the help of IBM SPSS 21.00. The analysis showed perfect mediate that psychological ownership mediating the relationship between LMX and prosocial voice. It shows that high LMX will affect the psychological ownership. Subjects who have psychological ownership will have a tendency to do the voice. Theoretical implications of the findings were discussed in the end.

Keywords: Prosocial voice, Leader Member Exchange (LMX), Psychological ownership, Mediator Variable, Nurses