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Aliansi Program Magister Manajemen Indonesia



APMMI
ALIANSI PROGRAM MAGISTER MANAJEMEN INDONESIA

PROCEEDING
The 1st NATIONAL CONFERENCE ON APPLIED BUSINESS
(The 1st NCAB) 2017

Kerjasama
Universitas Muhammadiyah Yogyakarta, Universitas Islam Indonesia,
Universitas Kristen Duta Wacana dan Aliansi Program Magister
Manajemen Indonesia (APMMI)

VOLUME I
Manajemen Strategi dan Bisnis, Manajemen Sumber Daya Manusia dan
Organisasi

Universitas Muhammadiyah Yogyakarta
16 September 2017



PPS Penerbit
UMY Program Pascasarjana
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
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**The 1st NATIONAL CONFERENCE ON APPLIED BUSINESS
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Dilarang memperbanyak karya tulis ini dalam bentuk dan dengan cara apapun tanpa izin tertulis dari penerbit.

KATA PENGANTAR

Assalamu'alaikum warahmatullahi wabarakatuh

APMMI (Aliansi Program Magister Manajemen Indonesia) secara aktif mendorong kerjasama baik regional, nasional dan internasional sehingga terbangun sinergi untuk meningkatkan kinerja program magister manajemen di Indonesia. Secara spesifik, APMMI memfasilitasi kerjasama penelitian dan publikasi antar program Magister Manajemen di Indonesia. Adapun bentuk dan metodologi penelitian yang dipublikasikan dalam prosiding ini bersifat lebih terbuka terhadap berbagai pendekatan peneliti dalam memotret fenomena bisnis di Indonesia. Dengan demikian karya ilmiah mendorong inovasi, *engagement* dan dampak pada industri.

Prosiding NCAB edisi pertama dalam payung APMMI ini adalah kumpulan hasil penelitian mahasiswa dan dosen di lingkungan Magister Manajemen yang dipresentasikan dalam even *1st National Conference On Applied Business (NCAB) 2017* yang diselenggarakan di Universitas Muhammadiyah Yogyakarta pada tanggal 16 September 2017. NCAB ini diinisiasi oleh Magister Manajemen Universitas Muhammadiyah Yogyakarta (UMY), Magister Manajemen Universitas Islam Indonesia (UII) dan Magister Manajemen universitas Kristen Duta Wacana (UKDW).

Kehadiran prosiding ini merupakan bentuk tanggung jawab program Magister Manajemen dalam melakukan disseminasi karya ilmiah bagi masyarakat luas. Prosiding NCAB diharapkan dapat menjadi salah satu rujukan bagi peneliti di dalam negeri maupun di luar negeri dalam pengembangan studi bisnis di Indonesia. Dengan demikian APMMI mengucapkan apresiasi kepada Magister Manajemen UMY, UII dan UKDW dalam upaya aktif menciptakan suasana dan kualitas akademik yang semakin baik.

Walaikumsalam warahmatullahi wabarakatuh

Yogyakarta, 16 September 2017

Prof. Dr. Heru Kurnianto Tjahjono

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Relationship between Religiosity Value and Dysfunctional Behavior

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ABSTRACT

This study aims to explore the dysfunctional of organizations that is the intention of misbehavior within the organizations (misbehavior intention), hereinafter called dysfunctional behavior. The conceptual framework of this study consisted of several predictor variables, namely, the intention of misbehavior in the organizations that covered external and internal variables of an individual. The respondents of this study were 216 employees of small medium enterprises (SMEs) in the financial sector in Yogyakarta Special Region, Indonesia. The sampling technique applied in this study was convenience sampling. The findings showed that Religiosity insignificantly affected the deviating behavior. Religiosity affected significantly on affective commitment. Continuance commitment significantly affected the deviant behavior and affective commitment. Affective commitment affected significantly on deviant behavior.

Keywords : *Religiosity, Affective Commitment, Continuance Commitment, Dysfunctional Behavior.*

INTRODUCTION

Religiosity is a vital determinant factor in the organizational commitment (Colquitt, 2001). Some other researchers have also attempted to explain the dysfunctional organization (misbehavior intention), hereinafter refers to dysfunctional behavior. This study examines the conceptual framework that consists of several predictor variables on the organizational commitments that is the intention of misbehavior within the organizations that covers individual external and internal variables. This study also seeks to prove the social cognitive theory and Lewin approach which claim that the external and internal aspects of individual in interaction is potential to form individual attitude and behavior (Woods & Bandura, 1989; Denison, 1996). This Lewin's outlook is in line with perspective of interactionists in the study of organizational behavior in which behavior is the result of interplaying relationship between personality and situational factors (Greenberg, 2011).

This study also attempt to establish a conceptual framework based on the relevant theoretical foundation in the theoretical review that includes theories of employees's deviating attitude and behavior (dysfunctiona). The theories on deviant behavior are mostly adopted from a number of studies done (Vardi, 2001; Vardi and Weitz, 2004 Skarlicky and Folger, 1997; Tjahjono, 2008; O'Leary-Kelly *et al.*, 2010).

Meanwhile, the study on organizational commitment has been studied in a wide range of literature reviews as in the theory of organizational commitment with unidimensional characteristics developed by Porter and Lawler (in Meyer *et al.* 1993) and organizational commitment with multidimensional characteristics (in Allen and Meyer, 1990). The study developed by Meyer *et al.* (1993) elaborates the typology of affective commitment that specifically describes the personal's engagement to the organization based on common values and the individual's emotional connection with the organization and the continuance commitment

that specifically describes the personal's engagement to the organization based on the calculative and opportunistic considerations.

Theories on personality which are related to religiosity that describe one's degree of religiosity reflect the pattern of individual's relationship with God and with other humans within his community. The degree of religiosity is an individual's subjective assessment that affects on the individual's subjective assessment in behaving. This argument is confirmed by Allport & Ross (1967) in Molfalet *et al.*, (2010) that the religiosity belief is applied in various aspects of life. This is in line with the concept of *akhlaq* (morality) as explained by Imam Al Ghazali, Ibrahim Anis and Abdul Karim Zaidan in Yunahar Ilyas (2009) that the behavior of *akhlaq* is associated with the religious values embedded inside the soul and expressed spontaneously in rela deeds. Among the literature sources that elaborate the subjective behavior are Feather, (1994); Skarlicky, Folger & Tesluk, (1999); Erez and Judge (2001), Denison (1996) and specifically explain about the employees' religiosity degree are Hirschman (1983 in Jianfeng *et al.* (2009)); Jianfeng *et al.* (2009), Ghozali (2002) and Neyrinck *et al.* (2010); Palupi and Tjahjono (2016).

This study aims to explore the dysfunctional side of organizations that is the intention of misbehavior within the organizations (misbehavior intention), hereinafter called dysfunctional behavior. The conceptual framework of this study consists of several predictor variables, namely, the intention of misbehavior in the organization which covers individual's external and internal variables. This is in line with the main theory of social cognitive and Lewin's approach in which individual's external and internal aspects in the interation shapes the individual's attitude and behavior (in Woods & Bandura, 1989; Denison, 1996). This Lewin's outlook is in accordance with the interactionsts' perspective in the study of organizational behavior in that behavior is the result of interplaying relationship between personality and situational factor (Greenberg, 2011). Based on the theoretical and empirical studies, this study explains the intention of negative misbehavior inside an organization is the aspects of organizational commitment and individual's religiosity degree.

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