

ABSTRAK

PENGARUH IKLIM ETIKA TERHADAP KINERJA KARYAWAN (Studi Pada Perguruan Tinggi Swasta di Bandar Lampung)

Oleh

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Penelitian ini bertujuan untuk mengetahui pengaruh iklim etika yang terdiri dari sensitivitas moral kolektif (kesadaran moral), sensitivitas moral kolektif (kepedulian empati), penilaian moral kolektif (fokus pada diri sendiri), penilaian moral kolektif (fokus pada orang lain), dan motivasi moral kolektif terhadap kinerja karyawan di perguruan tinggi swasta Bandar Lampung. Penelitian ini merupakan penelitian kuantitatif dengan menyebarkan kuesioner kepada 245 responden Perguruan Tinggi Swasta di Bandar Lampung. Alat analisis menggunakan regresi linear berganda.

Hasil penelitian menunjukkan bahwa sensitivitas moral kolektif (kesadaran moral) dan sensitivitas moral kolektif (kepedulian empati) tidak berpengaruh terhadap kinerja sementara penilaian moral kolektif (fokus pada diri sendiri), penilaian moral kolektif (fokus pada orang lain) dan motivasi moral kolektif berpengaruh terhadap kinerja kerja.

Berdasarkan temuan penelitian ini maka diharapkan pemimpin Perguruan Tinggi swasta dapat memberikan pelatihan seperti pelatihan kepemimpinan, pelatihan etika, membangun kepercayaan anggota organisasi, membangun budaya inklusivitas dan proaktif, meningkatkan dan membangun *sense of belonging* atau rasa memiliki diantara anggota organisasi.

Kata kunci: Iklim Etika, Kinerja Kerja, Perguruan Tinggi.

ABSTRACT

THE INFLUENCE OF ETHICS CLIMATE ON EMPLOYEE PERFORMANCE

(Study at Private Universities in Bandar Lampung)

By

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This study aims to determine the effect of the ethical climate, which consists of collective moral sensitivity (moral awareness), collective moral sensitivity (empathic concern), collective moral judgment (self-focused), collective moral judgment (focus on others), and collective moral motivation on employee performance in private higher education in Bandar Lampung. This quantitative research by distributing questionnaires to 245 respondents from private higher education in Bandar Lampung. The analysis tool uses multiple linear regression. The results of the study show that collective moral sensitivity (moral awareness) and collective moral sensitivity (empathic concern) do not affect performance, while collective moral judgment (focus on oneself), collective moral judgment (focus on others), and collective moral motivation affect performance. Based on the findings of this study, it is hoped that the leaders of private higher education can provide leadership and ethics training, build organizational member trust, build a culture of inclusiveness and proactivity, and improve a sense of belonging among organizational members.

Keywords: *Ethical Climate, Work Performance, Higher Education.*