

ABSTRACT

THE EFFECT OF PSYCHOLOGICAL SAFETY ON VOICE BEHAVIOR OF STARTUP EMPLOYEES

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This study aims to determine the effect psychological safety on voice behavior of startup employees. Participant in this study were 351 startup employees. The measuring tool used to measure voice behavior is the Employee Voice Behavior Scale and the measuring tool for psychological safety is the Psychological Safety Survey. The research method used is a quantitative approach with logistic regression analysis techniques. The results obtained in this study found that there was a significant effect between psychological safety on voice behavior. The results of the logistic regression test shows that psychological safety has a significant effect on voice behavior in startup employees with a value of $\chi^2 (349) = 6,940, p < 0,001$. The conclusion of this research is an increase in psychological safety among startup employees leads to an increase in voice behavior.

Keyword: Psychological Safety, Startup Employees, Voice Behavior

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