

ABSTRACT

The Effect of Occupational Self-efficacy on Voice Behavior in Generation Z Employees

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Generation Z employees are the first generation to be connected to technology and information from an early age. The connection of generation z employees with technology and information causes this generation to have knowledge from easy internet access. This makes generation z employees have confidence in their abilities at work so that they encourage themselves to speak up about ideas and suggestions in the workplace. High occupational self-efficacy can encourage employees to engage in voice behavior in the workplace. This study aims to determine the effect of occupational self-efficacy on the voice behavior of generation z employees who are actively working. This study has a total of 345 respondents of generation z employees. The measuring instruments used in this study are voice behavior scale (VBS) for voice behavior variables and occupational self-efficacy scale (OSS-6) for occupational self-efficacy variables. Researchers conducted a simple linear regression test to determine the effect of occupational self-efficacy on voice behavior in generation z employees who are actively working. The results of the research findings explain that occupational self-efficacy has a significant positive effect on voice behavior in generation z employees who are actively working, which means that the higher the occupational self-efficacy of generation z employees, the higher the voice behavior of generation z employees.

Keywords: Occupational Self-efficacy, Voice Behavior, Employees, Generation Z

References: 57

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