

HUBUNGAN *INCLUSIVE LEADERSHIP* DENGAN *EMPLOYEE VOICE BEHAVIOR* PADA PEKERJA *BLUE COLLAR* DI KOTA BATAM

SKRIPSI

**Diajukan Untuk Memenuhi Salah satu Syarat untuk Mendapatkan
Gelar Sarjana Psikologi**



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**THE CORRELATION BETWEEN INCLUSIVE LEADERSHIP AND
EMPLOYEE VOICE BEHAVIOR AMONG BLUE-COLLAR WORKERS IN
BATAM**

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ABSTRACT

Employee voice behavior refers to employees' behavior in expressing constructive ideas, opinions, and concerns aimed at improving organizational effectiveness and preventing potential organizational problems. Among blue-collar workers, such behavior is often hindered by hierarchical work structures, fear of negative consequences, and low levels of psychological safety. One factor that may encourage the emergence of employee voice behavior is inclusive leadership. This study aimed to examine the relationship between inclusive leadership and employee voice behavior among blue-collar workers in Batam City. This study employed a quantitative method with a correlational design using Spearman's Rank correlation analysis. The participants consisted of 211 blue-collar workers in Batam City selected through convenience sampling. Inclusive leadership was measured using the Inclusive Leadership Scale, while employee voice behavior was measured using the Voice Behavior Scale (VBS). The results indicated a positive and significant relationship between inclusive leadership and promotive voice among blue-collar workers in Batam City ($p = .000$; $r = .308$). In addition, there was a positive and significant relationship between inclusive leadership and prohibitive voice among blue-collar workers in Batam City ($p = .000$; $r = .321$). Therefore, it can be concluded that the higher the level of inclusive leadership demonstrated by supervisors, the higher the levels of promotive voice and prohibitive voice exhibited by blue-collar workers.

Keywords: Employee Voice Behavior, Inclusive Leadership, Blue-Collar Workers.

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ABSTRAK

Employee voice behavior merupakan perilaku pekerja dalam menyampaikan ide, pendapat, dan kekhawatiran yang bersifat konstruktif untuk meningkatkan efektivitas organisasi serta mencegah terjadinya permasalahan dalam organisasi. Pada pekerja *blue collar*, perilaku tersebut sering kali terhambat dikarenakan adanya struktur kerja yang hierarkis, ketakutan terhadap konsekuensi negatif, serta rendahnya rasa aman psikologis. Salah satu faktor yang dapat mendorong munculnya *employee voice behavior* adalah *inclusive leadership*. Penelitian ini bertujuan untuk mengetahui hubungan antara *inclusive leadership* dengan *employee voice behavior* pada pekerja *blue collar* di Kota Batam. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan desain korelasional menggunakan analisis *Spearman Rank*. Responden penelitian berjumlah 211 pekerja *blue collar* di Kota Batam yang diperoleh melalui teknik *convenience sampling*. *Inclusive leadership* diukur menggunakan *Inclusive Leadership Scale*, sedangkan *employee voice behavior* diukur menggunakan *Voice Behavior Scale* (VBS). Hasil penelitian ini menunjukkan bahwa terdapat hubungan positif dan signifikan antara *inclusive leadership* dengan *promotive voice* pada pekerja *blue collar* di Kota Batam ($p = .000$; $r = .308$). Selain itu, terdapat hubungan positif dan signifikan antara *inclusive leadership* dengan *prohibitive voice* pada pekerja *blue collar* di Kota Batam ($p = .000$; $r = .321$). Dengan demikian, dapat disimpulkan bahwa semakin tinggi *inclusive leadership* yang ditunjukkan oleh atasan, maka semakin tinggi pula *promotive voice* dan *prohibitive voice* yang ditampilkan oleh pekerja *blue collar*.

Kata kunci: *Employee Voice Behavior, Inclusive Leadership, Pekerja Blue Collar.*