

Followership With Relative Deprivation In Technician Employees PT. GTM Padang

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Abstract. This research aims to determine the relationship between Followership and Relative Deprivation among technician employees at PT. GTM. The measuring instruments used in this research are the Followership and Relative Deprivation scales. The sampling technique used in this research was nonprobability sampling/saturated side technique. The sample in this study consisted of 34 people who were technician employees. Validity and reliability testing in this research used the Cronbach's Alpha technique. The item differentiation index on the Followership scale moves from $\text{rix} = 0.323$ to $\text{rix} = 0.659$ with a reliability coefficient of $\alpha = 0.898$, while the relative deprivation scale moves from $\text{rix} = 0.386$ to $\text{rix} = 0.700$ with a reliability coefficient of $\alpha = 0.920$. Data analysis obtained a correlation value with a significance level of 0.000, which means the hypothesis is accepted. This shows that there is a significant negative relationship between Followership and Relative Deprivation of Technician Employees PT GTM.

Keywords: followership, employee, relative deprivation.

1 Introduction

The term organization comes from the Latin "organizare," which means to organize or arrange. In English, the organization is "Organization," which means "things that organize," with the verb "organizing" with the meaning "that regulates" [1]. One thing that influences the development of organizations or companies is the development of information technology. The development of information technology influences the increasing convergence of computing and communication systems that encourage the integration of the two systems over long distances [2].

For employees who work in a work environment with the current advancement of information technology, the way of working also forms employees who can cooperate and have equality. Of course, they don't want to feel any gap between one another. In the end, it will cause a condition where employees judge others better than themselves, which is called relative deprivation. Relative deprivation is a gap between an individual's expected and capability values. Still, relative deprivation becomes collective deprivation if a group feels a gap between the expected and capability values. So, collective deprivation can be explained as a feeling of gap between the predicted value and the capability value felt by the group [3].

The results of research, which found the cause of relative deprivation in employees is when employees compare themselves with their coworkers and feel worse than their coworkers are in line with the opinion that one of the factors that influences the emergence of relative deprivation in an individual is personal past, a situation when someone wants something that someone else has [4]. The personal past factor talks about a person's condition when they compare what they have with what other people have and then feel that what other people have should also be able to be owned. Personal factors are based on the work situation: each employee will continue interacting with others. If employees experience relative deprivation, it will affect the attitudes and behavior of employees in the company, usually called followership. Followership is an ability and desire to carry out specific behaviors to achieve common goals [4]. In the theory of followership in research, it is also argued that if individuals are willing to cooperate with an organization or company, they will show attitudes and behaviors that align with the goals and expectations of the organization or company [5]. The problem often occurs when employees are assigned to do the same job. Still, some employees feel inferior and incapable, so work is given to other employees who are considered more capable. Employees try to achieve organizational goals by obtaining appropriate rewards, but there is a gap that employees feel due to the low willingness to cooperate and follow company rules. Other gaps employees think in carrying out their duties and responsibilities are related to the desire of employees to collaborate with coworkers. This condition is caused by employees needing to make maximum contributions to the company and receive the remuneration that employees expect from the company.

Followership

Followership is defined as the capacity and desire to perform certain behaviors to participate in achieving common goals [6]. Based on the perspective of followership, a follower is an individual who knows what to do without waiting for direction and can act independently and enthusiastically to achieve the goals set by the organization. Define followership as focusing on the common goals between group members and the willingness of group members to support the realization of group goals [4]. Followership is an important concept that receives little attention because humans look to figures when the organization progresses [7].

Relative Deprivation

Relative deprivation occurs when someone feels a difference between the expected state and the state that arises [8]. Relative deprivation is a feeling that occurs due to an individual's experience of inequality due to a discrepancy between expectations and what is obtained and expressed [9]. In the theory of relative deprivation, this concept proposed, emphasizes the experience of individuals and groups in conditions of deprivation and 'disadvantage' [10]. Furthermore, this concept was developed and defined as the perception of a discrepancy between reality and expectations or desires [10]. Relative deprivation occurs because of a feeling of gap between the value of expectations and the value of capabilities. Individuals who increase the value of expectations without increasing the value of capabilities proportionally and comparably will experience disappointment or dissatisfaction [3].

2 Method

The method used in this study is quantitative. The sampling technique in this study is nonprobability sampling, which is a sampling technique that does not provide the same opportunity/chance for each element (member) of the population to become a sample. The saturated sampling technique is a sampling determination technique that uses all population

members as samples [11]. So, the sample in this study was 34 employees of the technical department of PT. GTM. The measuring instrument used in data collection is the followership scale and the Likert model relative deprivation scale, which measures the attitudes, opinions, and perceptions of a person or group of people about social phenomena [11]. This study uses a followership scale arranged based on the dimensions proposed, namely active engagement and independent critical thinking [6]. The relative deprivation scale is based on the aspects of decremental deprivation, aspirational deprivation, and progressive deprivation, according [12].

3 Results and Discussion

Based on the results of item analysis with the help of the SPSS 21.0 program, the Followership scale obtained the validity coefficient set at ≥ 0.30 so that the results obtained from the initial number of items were 24 statements; 6 items were dropped so that the number of items had high discrimination power was 18 items, with a corrected item-total correlation value ranging from 0.323 to 0.659. Relative Deprivation Scale The validity coefficient was set at ≥ 0.30 so that the results obtained from the initial number of items were 30 statements; 6 items were dropped so that the number of items that had high discrimination power was 24 items, with a corrected item-total correlation ranging from 0.386 to 0.700.

The normality test determines whether the data population is normally distributed. This study used the Kolmogorov-Smirnov test. Stated that data is normally distributed if the significance (p) exceeds 0.05 [13].

Table 1. Normality Test of Followership scale and Relative Deprivation scale

Variable	N	KSZ	P	Distribution
<i>Followership</i>	34	0.63.38	0,44	Normal
Relatif Deprivation	34	0.71.59	0,42	Normal

Based on the data processing results using the IBM SPSS 21.0 program, the significance value obtained on the Followership scale obtained a significance value of $p = 0.44$ with $KSZ = 0.63.38$. These results indicate that the p value > 0.01 , meaning that the Followership scale is normally distributed. In contrast, a significance value of $p = 0.42$ was obtained with $KSZ = 0.71.59$ for the Relative Deprivation scale. These results indicate that the p value > 0.01 , meaning that the distribution of the Relative Deprivation scale is normally distributed.

Table 2. Linieritas Test Followership and Relatif Deprivation scale

N	df	Mean Square	F	Sig
34	1	3184.747	15.310	0,001

Based on the data processing results using the IBM SPSS 21.0 program, the value of $F = 15,310$ was obtained with a significance of $p = 0.001$ ($p < 0.05$), meaning that the variance on the followership scale with relative deprivation is classified as linear.

Table 3. Correlation Test result between Followership and Relatif Deprivation

Correlation score (r)	(α)	R Square	P	Conclusion
-0,615	0.01	0.378	0.001	Sig (2-tailed) 0 .001 < 0,01 level of significant (α), means the hypothesis is accepted

Hypothesis testing in this study uses Pearson's product-moment correlation technique with the help of the IBM SPSS 21.0 program; the correlation coefficient between the followership variable and relative deprivation is obtained at $r = -0.615$ with a significance level of $p = 0.000$ ($p < 0.01$) so it can be concluded that there is a relationship between followership and relative deprivation in PT. GTM technician employees in the direction of a negative relationship. This means that if followership is low, then the relative deprivation of technician employees is high, and vice versa. If followership is high, then the relative deprivation of technician employees is low. This is reinforced by the results of the significance test with the help of IBM SPSS Statistics 21.0, obtained $p = 0.00 < 0.01$ level of significance (α); this means that the hypothesis is accepted, that there is a relationship between Followership and Relative Deprivation of PT. GTM Employees. In line with the research results [14], who found that the cause of relative deprivation in employees is when employees compare themselves with their co-workers and feel worse than their co-workers, one of the factors that influence the emergence of relative deprivation in an individual is personal past, a situation when someone wants something that someone else has.

The personal past factor talks about a person's condition when they compare what they have with what other people have and then feel that what other people have should also be owned by them. The personal past factor is the work situation, namely that every employee will continue interacting with others. If employees experience relative deprivation, it will affect the attitudes and behavior of employees in the company, which is usually called followership.

This is to the research results, stating that employees will give positive feedback to the company if they receive appreciation, recognition, and success and if employees do not receive appreciation, recognition, and success, employees tend not to give full positive feedback to the company, one of which is in the form of employee willingness to cooperate with the company will decrease [15]. This concept is related to the theory of followership stated by Kelley that when individuals are willing to cooperate with an organization or company, the individual will demonstrate attitudes and behavior that align with the organization's or company's goals and expectations [16].

Table 4. Descriptive Statistic Followership and Relatif Deprivation Scale

Variable	N	Mean	Empirik		
			Std. deviation	Minimum	Maksimum
Followership	34	63.38	7.828	44	72
Relative Deprivation	34	71.59	15.985	42	91

Table 5. Followership Category with Relative Deprivation

Variable	Score	Total	Persentase (%)	Category
Followership	44 - 55	7	20%	Low
	56 - 70	21	62%	Medium
	71 - 72	6	18%	High
Relatif	42 - 55	9	26%	Low
Deprivation	56 - 87	17	50%	Medium
	88 - 91	8	24%	High

The results of the descriptive analysis of the research data show that followership in PT. GTM employees have a high percentage (20%) of seven employees; in the medium category (62%), there are 21 employees, and in the low category (18%), there are six technician employees. The results of the relative deprivation analysis on employees with a high percentage (26%) are nine technician employees at PT. Garindo Techo Mandiri, in the medium category (50%), there are 17 employees; in the low category (24%), there are eight technician employees at PT. Garindo Techo Mandiri. $KP = r^2 \cdot 100\%$

$KP = \text{Partial Correlation}$

$r = \text{Correlation coefficient value}$

$KP = r^2 \times 100\%$

$= -0.6152 \times 100\%$

$= 378.225 \times 100\%$

$= 37.8225\%$

$= 38\%$

The practical contribution of the variables, followership with relative deprivation simultaneously to the followership variable, is 38%, and other factors, including depression, economic recession, a sense of injustice, and the implementation of rules, influence 62%.

4 Conclusions

Based on the results and discussions that have been explained, the answer to the research objective is that there is a significant relationship between followership and relative deprivation in PT technical employees. GTM Padang has a negative direction, meaning that the lower the followership owned by employees, the higher the relative deprivation; conversely if the followership of employees is high, the relative deprivation felt is lower.

The effective contribution of the followership variable to relative deprivation is 38%, while other factors, including depression, economic recession, a sense of injustice, and the implementation of rules, influence 62%.

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