



Perceived Organizational Virtuousness Among Rescue Worker in Kota Medan

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Abstract: This research aims to depict the level of Perceived Organizational Virtuousness (POV) among rescue workers in Kota Medan. A total of 151 rescue workers from various emergency response organizations in Kota Medan became the subjects of the study. The research employed a measurement tool in the form of an adapted scale of organizational virtuousness developed by Cameron, Bright, and Caza (2004). The data analysis method used was descriptive statistics. The portrayal of POV was created based on age, gender, and employment status. The findings indicate that rescue workers in Medan generally have a high level of Perceived Organizational Virtuousness toward their respective organizations. This suggests that the virtuous values implemented by emergency response organizations in Kota Medan positively impact the perception and experience of rescue workers in their work environment. The implications of these findings can offer valuable insights for the development of organizational policies and human resource management aiming to enhance the well-being and motivation of rescue workers.

Keywords: Perceived Organizational Virtuousness, Rescue Worker

Received 02 Dec., 2023; Revised 10 Dec., 2023; Accepted 12 Dec., 2023 © The author(s) 2023.
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I. INTRODUCTION

In carrying out their duties, rescue workers are expected to have a high humanitarian spirit and be willing to sacrifice for the sake of fellow human beings. The work they undertake, with a focus on saving human lives, can be referred to as humanitarian work. Rescue workers form various meanings related to their work, influenced by the work environment, experiences faced, and situations encountered in rescue efforts [1].

The success in carrying out humanitarian tasks not only depends on technical expertise but also on the well-being and employees' perceptions of the organization where they work. One concept that plays a crucial role in this regard is "Perceived Organizational Virtuousness" (POV), which refers to an individual's view or perception of the level of virtue or goodness within the organization they work for.

The work environment filled with challenges, direct experiences in rescue efforts, and interactions with various emergency situations has a significant impact on how rescue workers form their perceptions of the organization they work for [2]. Members who have a positive view of their organization, driven by the presence of positive energy resulting from the internalization of virtuous values within the organization, tend to have higher motivation to work compared to members who feel that their work environment does not support virtuous values [3].

II. LITERATURE REVIEW

A rescue worker refers to an individual who provides assistance to individuals or communities in emergency situations such as disasters. Readiness, both physically and mentally, and the ability to overcome fear within themselves are essential qualities that a rescue worker must possess as a helper or savior of disaster victims [4].

Organizational virtuousness, as an organizational context in which core virtues such as optimism, forgiveness, trust, compassion, and integrity are practiced, developed, and disseminated at both individual and collective levels [5]. Cameron, Bright, and Caza developed and validated an instrument to measure perceptions of organizational virtuousness, consisting of organizational optimism, forgiveness, trust, compassion, and

integrity [5]. Organizational virtuousness is considered a crucial element in the organizational context, serving as a tool to achieve organizational sustainability and enhance the well-being of individuals and the organizational community [6]. Employees' perspectives on organizational virtuous values shape their emotions, self-concepts, and organizational images, subsequently influencing how they perceive the organization where they work [2]. Virtuousness can protect the organization and its members from negative attitudes, feelings, contexts, and behaviors by enhancing resilience, solidarity, and a sense of achievement [7]. High POV can reflect a sense of pride, motivation, and higher job satisfaction among rescue workers. This is positive as a positive perception of the organization can have a beneficial impact on well-being [8], OCB [9], productivity [10], job engagement [11], and enhance proactive work behavior [12].

III. PURPOSE AND METHODS

This study aimed to determine the level of perceived organizational virtuousness among rescue workers in Kota Medan. The sample size for this research is 151 rescue workers from various emergency response organizations in Medan. Perceived organizational virtuousness was measured using an adapted version of the POV scale developed by Cameron, Bright, and Caza [5] based on the proposed dimensions: optimism, forgiveness, trust, compassion, and integrity. The POV scale employs a Likert format consisted of five response options in a Likert format ranging from 1 to 5: Strongly Disagree (STS), Disagree (TS), Neutral (N), Agree (S), and Strongly Agree (SS). The scale calculation results will indicate the high or low levels of perceived organizational virtuousness among rescue workers in Kota Medan.

TABLE 1. POV SCALE BASED ON CATEGORIZATION

Value Range	POV Category
$X < (\mu - 1 \sigma)$	Low
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	Moderate
$(\mu + 1\sigma) \leq X$	High

The research scale was initially designed in English and later adapted into Indonesian by a bilingual translator to ensure equivalent meanings. The scale was retested for validity of the translated version which include such as content validity testing involving assessments from professionals, item discrimination testing, confirmatory factor analysis (CFA), and reliability testing. The scale was tested on 50 rescue workers in Medan, although they were not included as respondents in this study. The results of the scale testing indicated that all 15 items met the requirements for item discrimination testing, CFA, and reliability. Data analysis was performed using descriptive statistical methods.

IV. RESULT AND DISCUSSION

IV.1 Overview of Research Subjects

A description of the age, gender and employment status of the research sample, totaling 151 rescue workers, will be explained in this section

IV.1.1 Perceived Organizational Virtuousness Based on Age

TABLE 2. OVERVIEW BASED ON AGE

Age	Frequency (N)	Percentage (%)
20-24	19	12.58%
25-34	64	42.38%
35-44	49	32.45%
>45	19	12.58%
Amount	151	100%

Based on tabel 2, it is known that the research subjects consist of 19 people (12.58%) of the total sample aged 20-24 years, 64 people (42.38%) of the total sample aged 25-34 years, 49 ipleople (32.45%) of the total sample aged 35-44 years, and 19 people (12.58%). This indicates that, when viewed based on age groups, members aged 25-34 scored higher compared to other age groups. It means that members in this age group feel a sense of organizational virtue compared to other age groups.

IV.1.2 Perceived Organizational Virtuousness Based on Gender

TABLE 3. OVERVIEW BASED ON GENDER

Gender	Frequency (N)	Percentage (%)
Male	140	92.72%
Female	11	7.28%
Amount	151	100%

Based on table 3, it is known that the research subjects consist of 140 people (92.72%) of the total sample are male, and 11 people (7.28%) of the total sample are female. Male and female may have different perceptions of organizational virtuous values. The difference in perception towards the organization can aid in the development of supportive management strategies for both gender groups, thereby enhancing Perceived Organizational Virtuousness overall.

IV.1.3 Perceived Organizational Virtuousness Based on Employment Status

TABLE 4. OVERVIEW BASED ON EMPLOYMENT STATUS

Employment Status	Frequency (N)	Percentage (%)
Civil servants	44	29.14%
Contract Employee	107	70.86%
Amount	151	100%

Based on the table 3, it is known that the research subjects consist of 44 people (29.14%) of the total sample are ASN, and 107 people (70.86%) of the total sample are employees with contractual status. This indicates that although the majority of members have contractual employment status, they still feel a sense of organizational virtue. This finding is interesting in the context of Perceived Organizational Virtuousness (POV).

4.2 Categorization

TABLE 5. CATEGORIZATION

Range	Category	Frequency	Percentage
$X < (\mu - 1\sigma)$	Low	0	0%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	Moderate	11	7.28%
$(\mu + 1\sigma) \leq X$	High	140	92.72%
Amount		151	100%

Based on the table above, it can be seen that 11 (7.28%) subjects have a moderate level of perceived organizational virtuousness, and 140 (92.72%) subjects have a high level of perceived organizational virtuousness. This indicates that the majority of subjects have a high level of perceived organizational virtuousness.

Even though strong POV is achieved at 92.72%, this result is not entirely satisfactory because there are still 11 individuals or 7.28% who are in the average category. This indicates that 11 rescue workers still need improvement in POV, and although the number is small, it has the potential to disturb and reduce the level of POV.

V. CONCLUSION

Perceptions of organizational virtuousness (POV) among rescue workers in Kota Medan have reached a high level. Rescue workers view their organization as an entity grounded in positive values, applying good work ethics, and possibly committing to providing benefits to its members and the community as a whole. The high POV can reflect the presence of pride, motivation, and job satisfaction among rescue workers in Medan. This is gratifying because the positive perception of members reflects a level of pride in their organization, which has positive implications for well-being, productivity, job engagement, and enhancing proactive work behavior among members. If rescue workers feel that their organization adheres to good values, supports employee needs, and has a positive impact on society, they may be more motivated to contribute maximally to their work.

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