RINGKASAN

Penelitian ini merupakan pengembangan baru dari beberapa riset terdahulu berkaitan dengan fenomena *ingroup favoritism* yang kemunculannya menjadi pemicu bagi timbulnya bias dalam penilaian kinerja karyawan, serta ditemukannya fakta berupa permasalahan dankesesuaian instrumen yang diuji pada karayawan di PT Ajinomoto Sales Indonesia Purwokerto. Temuan tersebut mendorong penulis melakukan penelitian dengan tujuan untuk mengetahui sejauh mana kemampuan transparansi dan akurasi dalam memoderasi hubungan antara *ingroup favoritism* dengan *performance appraisal bias*.

Jenis penelitian ini termasuk ke dalam penelitian kuantitatif dengan menggunakan kuesioner sebagai alat penghimpun informasi dan data dari responden. Jumlah sampel yang diuji sebesar 71 merupakan hasil seleksi dengan perhitungan rumus Slovin dari jumlah populasi sebesar 85 pekerja kemudian dilakukan pemilihan melalui *simple random sampling*. Analisis statistik yang digunakan untuk menguji intsrumen penelitian meliputi uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi sederhana serta *moderated regression analysis.*

Penelitian ini menghasilkan beberapa temuan yaitu: (1) *ingroup favoritism* berpengaruh positif dan signifikan terhadap *performance appraisal bias*, (2) transparansi berpengaruh negatif dan signifikan terhadap *performance appraisal bias*, (3) transparansi memoderasi pengaruh *ingroup favoritism* terhadap *performance appraisal bias,* (4) akurasi berpengaruh negatif dan signifikan terhadap *performance appraisal bias,* (5) akurasi memoderasi pengaruh *ingroup favoritism* terhadap *performance appraisal bias*.

Hasil dari penelitian ini memunculkan temuan baru yang dapat menjadi acuan sekaligus memperkaya perspektif terkait hubungan variabel *ingroup favoritism,* transparansi, akurasi dan *performance appraisal bias*. Organisasi perlu menciptakan penilaian kinerja yang etis dan berkeadilan dengan meningkatkan transparansi dan akurasi didalam prosesnya guna mengurangi pengaruh negatif yang muncul dari bias penilaian yang diakibatkan oleh *favoritism* atas dasar preferensi *like* dan *dislike* yang subjektif.

Kata Kunci: *Ingroup Favoritism, Performance Appraisal Bias*, Transparansi, Akurasi

SUMMARY

This research is a new development of several previous studies related to the phenomenon of ingroup favoritism, whose emergence is a trigger for bias in employee performance appraisal, as well as the discovery of facts in the form of problems and the suitability of instruments tested on employees at PT Ajinomoto Sales Indonesia Purwokerto. These findings prompted the authors to conduct research with the aim of finding out the extent to which transparency and accuracy can moderate the relationship between ingroup favoritism and performance appraisal bias.

This type of research is included in quantitative research using a questionnaire as a means of gathering information and data from respondents. The number of samples tested was 71, which was the result of selection by calculating the Slovin formula from a population of 85 workers, then the selection was carried out through simple random sampling. The statistical analysis used to test the research instruments included validity and reliability tests, classic assumption tests, simple regression analysis and moderated regression analysis.

This study produced several findings, namely: (1) ingroup favoritism has a positive and significant effect on performance appraisal bias, (2) transparency has a negative and significant effect on performance appraisal bias, (3) transparency moderates the effect of ingroup favoritism on performance appraisal bias, (4) accuracy has a negative and significant effect on performance appraisal bias, (5) accuracy moderates the effect of ingroup favoritism on performance appraisal bias.

The results of this study gave rise to new findings that can serve as a reference as well as enrich perspectives regarding the relationship between ingroup favoritism, transparency, accuracy and performance appraisal bias variables. Organizations need to create ethical and fair performance appraisals by increasing transparency ,and accuracy in the process in order to reduce the negative effects that arise from assessment bias caused by favoritism based on subjective like and dislike preferences.

Keywords: Ingroup Favoritism, Performance Appraisal Bias, Transparency, Accuracy