## THE IMPACT OF COMPETING ACCOUNTABILITY REQUIREMENTS ON NGO WORK PERFORMANCE IN INDONESIA

<b>Publons ID</b>	40107544
Wos ID	WOS:000496437600023
Doi	
Title	THE IMPACT OF COMPETING ACCOUNTABILITY REQUIREMENTS ON NGO WORK PERFORMANCE IN INDONESIA
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Publish Date	2019
Journal Name	INTERNATIONAL JOURNAL OF BUSINESS AND SOCIETY
Citation	
Abstract	This research aims to investigate the impact of competing accountability requirements in public sector organizations, especially for Non-Governmental Organizations (NGOs). It provides empirical evidence of impact factors determining the effect of competing accountability requirements on the work performance of NGO accountability actors in Indonesia. The objectives of the research are to identify the distinct types of accountability requirements and to determine whether the competing accountability pressures affect the perceived work performance of NGO accountability actors. Institutional theory, especially institutional isomorphism, is utilized as a theoretical lens to explain the findings further. This research uses mixed research methods and employs Partial Least Square (PLS) and Thematic Content Analysis (TCA) to analyze and to interpret the data. The results from the quantitative analysis show that the work performance of NGO accountability actors in Indonesia is partly affected by a negative perceived work context that is influenced by workload and job tension. Further analysis indicates the occurrence of normative isomorphism.
Publish Type	Journal
Publish Year	2019
Page Begin	1236
Page End	1256
Issn	1511-6670
Eissn	
Url	https://www.webofscience.com/wos/woscc/full-record/WOS:000496437600023
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