

**DETERMINANTS OF EMPLOYEES' ATTITUDE TOWARD
UNION MEMBERSHIP
(A Study in A Logistics Company in Indonesia)**

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ABSTRACT

This research examines the determinants of employees' attitude toward union membership. These factors are represented by job-related predictor such as; employees' job dissatisfaction, job stress, and consultative managerial style. Apart from these job-related predictor variables, the cultural orientation played a role in this research such as; individualism and collectivism both horizontal and vertical. After performing regression testing, the result shows that almost all variables are affecting employees' attitude toward union membership except horizontal collectivism variable.

Keywords: *work dissatisfaction, work stress, consultative managerial style, individualism, collectivism, employees' attitude toward union membership*