

## Hubungan antara Perilaku Inovatif dan Stres Kerja pada Karyawan PT X dan PT Y = The Relationship between Innovative Work Behavior and Job Stress of Employees in Company X and Company Y

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### Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara perilaku inovatif dengan stres kerja pada karyawan perusahaan yang bergerak dalam bidang produksi Tenaga Surya. 216 karyawan dari Perusahaan Tenaga Surya di Indonesia menjadi partisipan dalam penelitian ini. Perilaku inovatif diukur dengan menggunakan Innovative Work Behaviour Scale, Janssen (2000) yang terdiri dari tiga tahapan, yakni generalisasi ide, promosi ide, dan implementasi. Stres kerja diukur melalui Job Stress Scale yang dibuat dan dikembangkan oleh Parker dan DeCotiis (1983).

Hasil penelitian ini menunjukkan adanya hubungan negatif dan signifikan antara perilaku inovatif karyawan dengan stres kerja pada karyawan Perusahaan Tenaga Surya ( $R = -0.329$ ,  $n = 216$ ,  $p < 0.01$ ). Selain itu, partisipan dalam penelitian ini memiliki skor perilaku inovatif yang tinggi dan stres kerja yang rendah.

.....This research was conducted to investigate the correlation between innovative work behaviour and job stress on Employees Solar Photovoltaic Energy Company 216 employee were completed all questionnaires of innovative work behaviour and job stress. Innovative work behavior was measured by Innovative Work Behavior Scale (IWB Scale) which was constructed by Janssen (2000) and consist of three stages of innovative work behavior, namely idea generation, championing or supporting idea, and implementation. Job stress was measured by Job Stress Scale which was constructed and developed by Parker and DeCotiis (1983).

The results show that there was a negative and significant correlation between innovative work behavior and job stress on Employees Solar Photovoltaic Energy Company Surya ( $R = -0.329$ ,  $n = 216$ ,  $p < 0.01$ ). Besides, participant in this research had a high score on innovative work behavior and a low score on job stress.