

Pengaruh gaya kepemimpinan transformasional dan perilaku kognitif individu terhadap inovasi pengetahuan dan performa riset Fakultas Teknik Universitas Indonesia = The effect of transformational leadership and individual cognitive on knowledge innovation and research performance in Engineering Faculty Universitas Indonesia

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Abstrak

Kemajuan suatu negara terukur dari kemajuan kegiatan riset dan inovasinya. Penelitian ini membahas tentang faktor-faktor apa sajakah dalam kepemimpinan transformasional dan kognitif individu yang berpengaruh dalam penciptaan inovasi pengetahuan dan peningkatan performa riset dalam institusi pendidikan. Penelitian ini dilakukan dengan menggunakan metode Partial Least Square dengan menyebarkan kuesioner kepada mahasiswa tiap departemen di Fakultas Teknik Universitas Indonesia sebagai responden. Variabel gaya kepemimpinan transformasional yang diteliti meliputi Vision, Inspirational Communication, Supportive Leadership, Intellectual Stimulation dan Personal Recognition. Sedangkan variabel perilaku kognitif individu yang diteliti meliputi Norm of Reciprocity, Interpersonal Trust, Knowledge Sharing Self Efficacy dan Perceived Relative Advantage. Berdasarkan analisa data yang telah dilakukan, dapat disimpulkan bahwa terdapat perbedaan karakteristik faktor-faktor yang berpengaruh terhadap inovasi pengetahuan dan performa riset pada masing-masing departemen yang diteliti.

.....Performance of the country is measured by its innovative research activities. This study discusses how the relationships between transformational leadership and individual cognitive to improve innovation in knowledge and research performance in educational institution. This research was conducted using Partial Least Square method by spreading the questionnaires to respondents from every research department in Engineering Faculty, Universitas Indonesia. Transformational leadership variables examined in this study are Vision, Inspirational Communication, Supportive Leadership, Intellectual Stimulation and Personal Recognition. While individual cognitive variables examined are Norm of Reciprocity, Interpersonal Trust, Knowledge Sharing Self Efficacy and Perceived Relative Advantage. Based on the data analysis, it can be concluded that different factors contribute the creation of knowledge innovation and research performance in each department.