

## Hubungan self efficacy dengan perilaku inovatif pada karyawan di tempat kerja di PT X = The correlation between self efficacy with innovative work behavior among employee at PT X

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### Abstrak

[<b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk melihat hubungan antara perilaku inovatif di tempat kerja dengan self-efficacy pada karyawan. Penelitian ini dilakukan pada perusahaan pertambangan yang menekankan inovasi pada proses operasionalisasinya. Penelitian ini diikuti oleh responden yang berjumlah 129 orang yang merupakan karyawan tetap perusahaan dengan minimal satu tahun pengalaman kerja. Penelitian ini dilakukan dengan pendekatan kuantitatif yaitu dengan meminta kesediaan responden untuk mengisi kuesioner perilaku inovatif di tempat kerja dan self-efficacy. Penelitian ini difasilitasi skala pengukuran perilaku inovatif di tempat kerja dari Janssen (2000) dan psychological capital pada dimensi self-efficacy yang dikembangkan oleh Luthans, et al. (2007). Hasil penelitian diperoleh hasil adanya hubungan positif signifikan antara kedua variable yaitu sebesar  $r = .540$ , dengan  $p < .01$  (1-tailed) yang artinya bahwa semakin tinggi skor total dari self-efficacy karyawan maka semakin tinggi pula perilaku inovatif di tempat kerja. Selanjutnya hasil penelitian menunjukkan nilai dimana 29,16% self-efficacy memengaruhi perilaku inovatif di tempat kerja dan 70,84% disumbangkan faktor-faktor lain yang turut berpartisipasi dalam memunculkan perilaku inovatif di tempat kerja.

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<b>ABSTRACT</b><br>

This study aimed to examine the correlation between self-efficacy with innovative work behavior on employees. This research was conducted at the mining company that emphasizes innovation in operationalization. This study was followed by respondents, amounting to 129 people who are regular employees of companies with at least one year of work experience. This study was conducted with a quantitative approach is to ask respondents to fill out a questionnaire willingness innovative behavior in the workplace and selfefficacy. This study facilitated the measurement scale innovative behavior in the workplace from Janssen (2000) and psychological capital in the dimensions of self-efficacy developed by Luthans, et al. (2007). Research results significant positive correlation between the two variables is equal to  $r = .540$ ,  $p < .01$  (1-tailed), which means that the higher the total score of self-efficacy, the higher the employee innovative behavior in the workplace. Furthermore, the results showed 29.16% where the value of self-efficacy influence innovative behavior

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