

## Hubungan antara perilaku proaktif dan perilaku inovatif pada karyawan perusahaan pertambangan = The relationship between proactive work behavior and innovative work behavior among mining company employees

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20386792&lokasi=lokal>

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### Abstrak

Penelitian ini bertujuan untuk melihat hubungan antara perilaku proaktif dan perilaku inovatif pada karyawan. Penelitian dilakukan terhadap 85 karyawan yang bekerja di perusahaan yang memiliki nilai inovasi di bidang industry pertambangan. Pengukuran perilaku inovatif mengacu pada alat ukur Janssen's Innovative Work Behavior (Janssen, 2000) yang telah terbukti reliabel (SOH.879) sedangkan pengukuran perilaku proaktif mengacu pada alat ukur Proactive Work Behavior Scale (Parker & Collins, 2010) yang telah terbukti reliabel (SOH.897). Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara perilaku proaktif dan perilaku inovatif ( $r = + 0.727$ ,  $p < 0.01$ ). Dengan demikian, semakin tinggi perilaku proaktif yang ditampilkan oleh karyawan, maka semakin tinggi pula perilaku inovatif yang dimilikinya. Selain itu, dimensi taking charge dari perilaku proaktif merupakan dimensi yang paling besar hubungannya dengan perilaku inovatif.

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This study aimed to examined the correlation between proactive work behavior and innovative work behavior on employees. The study was conducted on 85 employees who work at a company that has a value of innovation in the mining industry. Measurement of innovative work behavior refers to Innovative Work behavior Scale (Janssen, 2000) has been shown to be reliable (SOH.879) while measurement of proactive work behavior refers to Proactive Work Behavior Scale (Parker & Collins, 2010) has been shown to be reliable (SOH.897). The results of this study showed that there is a significant relationship between Proactive Work Behavior and Innovative Work Behavior ( $r = + 0.727$ ,  $p < 0.01$ ). Thus, the higher proactive work behavior, employee innovative work behavior will be higher too. In addition, taking charge's dimensions of proactive work behavior was the most related dimension to the innovative work behavior.