

# Hubungan antara team member exchange dan perilaku inovatif karyawan di tempat kerja (studi pada PT X) = The relationship between team member exchange and innovative work behavior among employees (study of company X)

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## Abstrak

Penelitian ini bertujuan untuk melihat hubungan antara team member exchange dan perilaku inovatif karyawan di tempat kerja pada negara dengan budaya kolektivis. Perusahaan di negara dengan budaya kolektivis akan cenderung membentuk budaya organisasi yang juga kolektivis. Penelitian dilakukan pada perusahaan nasional yang sedang berinovasi di Indonesia, yang merupakan negara dengan budaya kolektivis (Hofstede & Hofstede, 2005). Perusahaan yang menjadi sampel penelitian ini adalah perusahaan yang bergerak di bidang pertambangan. Partisipan dalam penelitian ini berjumlah 109 orang yang telah bekerja selama minimal satu tahun.

Penelitian ini merupakan penelitian kuantitatif, dimana partisipan diminta untuk mengisi kuesioner Innovative Work Behavior Scale (Janssen, 2000) dan Team Member Exchange Quality Scale (Seers, Petty, & Cashman, 1995). Hasil penelitian menunjukkan bahwa team member exchange berhubungan secara signifikan dengan perilaku inovatif di tempat kerja, dengan nilai  $r = + 0.456$ ,  $p < 0.01$ , two tailed. Dengan demikian, dapat dikatakan bahwa semakin tinggi kualitas team member exchange menandakan semakin tingginya perilaku inovatif karyawan di tempat kerja.

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The study aimed to examine the relationship between team member exchange and innovative work behavior among employees in a company in a collectivistic country. A firm located in a collectivistic country tends to develop collectivist culture within the organization. The study was conducted on an innovative, national company in Indonesia, which is found to be a collectivistic country (Hofstede & Hofstede, 2005). The company engaged in the field of mining. Total participants in this research were 109 employees who have been working in the company for at least a year.

This research was a quantitative research, in which participants were asked to fill out the Innovative Work Behavior Scale (Janssen, 2000) dan Team Member Exchange Quality Scale (Seers, Petty, & Cashman, 1995). The result suggests that team member exchange is significantly correlated to innovative work behavior, with  $r = + 0.456$ ,  $p < 0.01$ , two tailed. Thus, the higher team member exchange quality perceived by the employee, the higher innovative work behavior of that employee.