

Hubungan pelanggaran kontrak psikologis dan pemberdayaan psikologis dengan perilaku inovasi = The relationship between psychological contract breach and psychological empowerment with innovative behavior

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Abstrak

[ABSTRAK

Tujuan penelitian ini adalah menguji hubungan antara pemberdayaan psikologis, pelanggaran kontrak psikologis, dan perilaku inovasi. Sampel penelitian ini terdiri dari 224 karyawan kementerian dengan pendidikan terakhir diploma 4 dan menduduki posisi staff. Korelasi berganda digunakan untuk menguji hipotesis penelitian. Hasil penelitian menunjukkan bahwa self determination dan impact memiliki hubungan dengan perilaku inovasi sedangkan competence dan meaning tidak memiliki hubungan dengan perilaku inovasi. Penelitian ini juga menunjukkan bahwa peningkatan pelanggaran kontrak psikologis berhubungan dengan penurunan perilaku inovasi. Penelitian ini memperluas pemahaman konseptual dengan meneliti mekanisme hubungan melalui analisis dimensi pemberdayaan psikologis. Penelitian ini juga memperkuat dukungan bahwa pelanggaran kontrak psikologis berhubungan negatif dengan perilaku inovasi.

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ABSTRACT

The objective of this research is to examine the relationships between psychological empowerment, psychological contract breaches, and innovative behavior. The sample of this research consist of 224 ministry employees, with minimal education diploma 4 and staff position . Multiple correlation analysis was used to test the research hypotheses. Results show that self determination and impact have relationship with innovative behavior whereas competence and meaning do not. This research also reveal that increasing perceptions of psychological contract breaches were associated with the decrease in innovative behavior. This research broadens the conceptual understanding by exploring the mechanisms of relationship through dimensional analysis of psychological empowerment. In addition, the result proposed support that perceived contract breach has negative relationship with employees? innovative behavior.;The objective of this research is to examine the relationships between psychological empowerment, psychological contract breaches, and innovative behavior. The sample of this research consist of 224 ministry employees, with minimal education diploma 4 and staff position . Multiple correlation analysis was used to test the research hypotheses. Results show that self determination and impact have relationship with innovative behavior whereas competence and

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