

# Pelatihan mastering self-leadership untuk meningkatkan kepemimpinan diri dan perilaku kerja inovatif pada karyawan divisi produksi PT X = Mastering self leadership training for increasing self leadership and innovative work behavior in production division employees PT X

Puspita Dian Arista, author

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## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara Kepemimpinan diri dan Perilaku kerja inovatif serta efektivitas pelatihan Mastering Self-leadership untuk meningkatkan Kepemimpinan diri dan Perilaku kerja inovatif.

Penelitian ini menggunakan pendekatan action research dengan dua desain penelitian, yaitu cross-sectional ( $n = 144$ ) dan before-and-after study ( $n = 9$ ). Alat ukur yang digunakan adalah kuesioner Perilaku kerja inovatif (Jassen, 2000) yang kemudian diadaptasi ke dalam bahasa Indonesia oleh Etikariena dan Muluk (2014) dan kuesioner The Revised Self-Leadership Questionnaire (Marques-Quinteiro, Curren, & Passos, 2012).

Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara Kepemimpinan diri dan Perilaku kerja inovatif ( $r = .44$ ,  $R^2 = .20$ ,  $p < .05$ ). Artinya, peningkatan Kepemimpinan diri dapat turut serta meningkatkan Perilaku kerja inovatif secara signifikan dan Kepemimpinan diri memprediksi 20% variance Perilaku kerja inovatif. Constructive thought strategies merupakan dimensi Kepemimpinan diri yang memiliki hubungan tertinggi dengan Perilaku kerja inovatif ( $r = .41$ ).

Berdasarkan hasil uji perbedaan sebelum dan sesudah pelatihan, dapat disimpulkan bahwa pelatihan Mastering Self-leadership efektif disarankan menjadi kegiatan untuk meningkatkan Kepemimpinan diri dan Perilaku kerja inovatif.

.....This research aims to determine the relationship between Self-leadership and Innovative Work Behavior as well as how effective the Mastering Self-leadership training to increase Self-leadership and Innovative Work Behavior.

The study used action research with two research designs which are cross sectional ( $n = 144$ ) and before-and-after study ( $n = 9$ ). Measuring instrument used is Innovative Work Behavior Questionnaire (Jassen, 2000) which then translated into Indonesian language by Etikariena and Muluk (2014) and The Revised Self-Leadership Questionnaire (Marques-Quinteiro, Curren & Passos, 2012).

The result showed that there is a significant positive correlation between Self-Leadership and Innovative Work Behavior ( $r = .44$ ,  $R^2 = .20$  ( $p < .05$ ). It means that the more increase Selfleadership is, the more Work Innovative Behavior increases significantly and then, Self-leadership explained 20% variance of Work Innovative Behavior. Moreover, among the three dimensions of Self-leadership, the Constructive thought strategies is the most related dimension to the Work Innovative Behavior ( $r = .41$ ).

Based on the result of the difference between pre-test and post-test, it concludes that the intervention of Mastering Self-Leadership training is effectively advised as an activity to increase Self-leadership and Innovative Work Behavior.