

Analisis faktor penentu creative self-efficacy karyawan dan efeknya terhadap perilaku inovatif di Kantor Pusat PT. Bank Jateng =
Determinant of employees creative self efficacy and its effect on innovative behaviours at headquarters of PT. Bank Jateng

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk meneliti pengaruh kepemimpinan transformasional, learning orientation, dan otonomi pekerjaan terhadap creative self-efficacy serta pengaruh creative self-efficacy terhadap perilaku inovatif di kantor pusat PT. Bank Jateng. Penelitian ini dilakukan terhadap 203 responden yang merupakan karyawan di kantor pusat PT. Bank Jateng yang terletak di Semarang. Data yang didapatkan dari responden kemudian diolah dan dianalisis menggunakan metode structural equation modelling. Hasil penelitian ini menunjukkan bahwa otonomi pekerjaan, kepemimpinan transformasional, dan learning orientation berpengaruh signifikan positif terhadap creative self-efficacy karyawan. Hasil selanjutnya adalah bahwa creative self-efficacy karyawan berpengaruh signifikan positif terhadap perilaku inovatif. Oleh karena itu perilaku inovatif di PT. Bank Jateng dapat dikembangkan melalui peningkatan creative self-efficacy karyawan.

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ABSTRACT

This research aims to investigate factors that could determine employees' creative self-efficacy, which are transformational leadership, learning orientation, and job autonomy. Besides, this research also aims to analyze the effect of employees' creative self-efficacy on innovative behaviour. To investigate this, 203 employees at the headquarter of PT. Bank Jateng in Semarang were surveyed. Data analysis is conducted using structural equation modelling. The result of this research showed that job autonomy, transformational leadership, and learning orientation are positively significant to employees' creative self efficacy. Besides, employees' creative self-efficacy was also found positively significant to innovative behaviour. Thus, innovative behaviour in PT. Bank Jateng could be developed through elevating employees' creative self efficacy.