

# Pengaruh persepsi dukungan organisasi dan kepemimpinan transformasional terhadap perilaku kerja inovatif: peran intervensi workshop inovasi = The influence of perceived organization support and transformational leadership toward innovative work behavior the role of innovation workshop intervention

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## Abstrak

Penelitian ini berfokus untuk meningkatkan perilaku kerja inovatif dengan meningkatkan kepemimpinan transformasional level manajerial Bagian Penjualan PT. X. Perilaku kerja inovatif karyawan mempengaruhi tingkat keinovatifan perusahaan. Berdasarkan diagnosis awal, perilaku kerja inovatif karyawan Bagian Penjualan PT. X mungkin dipengaruhi oleh persepsi dukungan organisasi dan kepemimpinan transformasional, sehingga peneliti mengukur pengaruh persepsi dukungan organisasi dan kepemimpinan transformasional terhadap perilaku kerja inovatif. Perilaku kerja inovatif diukur dengan alat ukur yang dikembangkan oleh Janssen 2000 dan diadaptasi oleh Etikariena dan Muluk 2017. Persepsi dukungan organisasi diukur dengan alat ukur yang dikembangkan oleh Eisenberger et al. 1986, sedang kepemimpinan transformasional diukur dengan Multifactor Leadership Questionnaire yang dibuat oleh Bass dan Avolio 2004. Hasil perhitungan dari 49 responden level supervisor dan manajer Bagian Penjualan PT. X menunjukkan tidak ada hubungan signifikan antara persepsi dukungan inovatif dan perilaku kerja inovatif, sementara kepemimpinan transformasional berpengaruh signifikan terhadap perilaku kerja inovatif  $r^2 = 0.34$ .

.....This research focuses on improving innovative work behavior by increasing transformational leadership of the Sales Manager PT. X. Innovative work behavior influences the innovativeness of the organization. Based on the initial diagnosis, the innovative work behavior of the PT. X employees may be influenced by perceived organization support and transformational leadership, so the researcher measured the relationship between perceived organization support and transformational leadership toward innovative work behavior. The tool to measure innovative work behavior was developed by Janssen 2000 and was adapted by Etikariena and Muluk 2017. Perceived organization support was measured by the tool from Eisenberger et al. 1986. The tool to measure transformational leadership was Multifactor Leadership Questionnaire from Bass and Avolio 2004. The result of the 49 supervisors and managers of the Sales Department PT. X showed no relationship between perceived organization support and innovative work behavior, while transformational leadership significantly influenced innovative work behavior  $r^2 = 0.34$ , p