

Analisis efek moderasi gaya kognitif asimilator-eksplorer terhadap hubungan antara tipe kepribadian big five dan perilaku kerja inovatif = Moderation effect analysis of assimilator-explorer cognitive style in the relationship between big five personality and innovative work behavior

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Abstrak

Penelitian ini bertujuan untuk melihat efek moderasi gaya kognitif asimilator-eksplorer terhadap hubungan antara kepribadian big five dan perilaku kerja inovatif. Efek moderasi dipertimbangkan karena adanya hubungan yang tidak konsisten antara kepribadian big five dan perilaku kerja inovatif. Penelitian ini dilakukan pada perusahaan manufaktur perkapalan yang sedang melakukan inovasi. Hasil utama penelitian ini diolah menggunakan uji regresi dengan PROCESS macro dari Hayes 2013 dan disertai dengan hasil tambahan berupa uji korelasi antara variabel kepribadian big five, perilaku kerja inovatif dan gaya kognitif asimilator-eksplorer serta olah data demografi. Berdasarkan uji korelasi, 4 dimensi kepribadian big five berkorelasi signifikan dengan perilaku kerja inovatif, 1 dimensi kepribadian big five berkorelasi signifikan dengan gaya kognitif asimilator-eksplorer dan tidak ada korelasi antara perilaku kerja inovatif dan gaya kognitif asimilator-eksplorer. Berdasarkan olah data demografi diperoleh hasil bahwa terdapat perbedaan skor gaya kognitif asimilator-eksplorer antara lama kerja, unit dan pendidikan. Selanjutnya hasil uji regresi dinyatakan bahwa terdapat efek moderasi gaya kognitif asimilator-eksplorer terhadap hubungan antara dimensi kepribadian neuroticism dan perilaku kerja inovatif $F_{3,121} = 4,76$, $R = 0,03$, $b = -0,16$, $t_{121} = -2,18$ p.

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This research is aim to see the moderate effect of assimilator explorer cognitive styles on the relationship between big five personality and innovative work behavior. Effect of moderation is considered due to inconsistent relationship between the big five personality and innovative work behavior. This research is conducted in shipping manufacturing. This company have an innovation vision and has been doing innovation these years. The main results of this study were processed using regression test with a PROCESS macro from Hayes 2013 and accompanied by additional results that is correlation between variables and demography analysis. 4 dimension of big five personality are significantly correlated with innovative work behavior, 1 dimension of big five personality is significantly correlated with assimilator explorer cognitive style, and there is no correlation between assimilator explorer cognitive style and innovative work behavior. Based on demography analysis, there is difference score on assimilator explorer cognitive style by job tenure, work unit and education. Based on the regression test, there is moderation effect of assimilator explorer cognitive style on neuroticism dimension personality and innovative work behavior $F_{3,121} = 4,76$, $R = 0,03$, $b = -0,16$, $t_{121} = -2,18$.