

# Hubungan antara gaya kepemimpinan autentik dan perilaku kerja inovatif pada karyawan perusahaan digital di Indonesia = The relationship between authentic leadership style and innovative work behavior of employees in Indonesian digital companies

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## Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara gaya kepemimpinan autentik dengan perilaku kerja inovatif pada karyawan perusahaan digital di Indonesia. Mengingat inovasi merupakan hal yang penting bagi perusahaan untuk terus bertahan menghadapi kondisi pasar terkini. Penelitian ini bersifat korelasional dengan menggunakan sampel karyawan perusahaan digital yang telah bekerja selama minimal tiga bulan dengan atasan yang sama  $N = 217$ .

Instrumen penelitian yang digunakan untuk mengukur gaya kepemimpinan autentik adalah Authentic Leadership Questionnaire ALQ, sedangkan perilaku kerja inovatif diukur melalui Skala Perilaku Inovatif di tempat kerja yang diadaptasi oleh Etikariena dan Muluk 2014 berdasarkan Innovative Work Behavior Scale IWB Scale Janssen 2000. Hasil penelitian ini menunjukkan adanya hubungan yang positif dan signifikan  $R = .47$ ,  $n = 217$ .

.....Innovation was known to be a critical value for companies to survive in today's hyper competitive market. This research was carried to examine the relationship between authentic leadership and innovative work behavior upon digital companies employees in Indonesia. This is a correlational study with scientific support from digital companies employees sample who have worked for at least 3 months under a common manager  $N = 217$ .

To measure the authentic leadership style, this research used Authentic Leadership Questionnaire ALQ as its research instrument. Furthermore, innovative work behavior was measured in Skala Perilaku Inovatif which is an adapted instrument by Etikariena and Muluk 2014 upon Innovative Work Behaviour Scale IWB Scale Janssen 2000. The research's results suggested that there is a positive and significant relationship between the two variables  $R = .47$ ,  $n = 217$ .