

Hubungan antara benevolent leadership dan perilaku kerja inovatif pada karyawan di perusahaan berbasis digital = Relationship between benevolent leadership and innovative work behavior among employees in digital enterprise

Dhiya Faiza Yumna, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20472831&lokasi=lokal>

Abstrak

Di tengah era digitalisasi dan persaingan industri global, perilaku kerja inovatif karyawan menjadi kunci dari kesuksesan perusahaan, khususnya perusahaan berbasis digital. Dalam mengimplementasikan ide-ide inovatif, karyawan membutuhkan dukungan dari berbagai pihak, terutama atasan. Dibutuhkan gaya kepemimpinan yang tepat untuk mendukung perilaku kerja inovatif karyawan. Penelitian ini bertujuan untuk melihat hubungan salah satu gaya kepemimpinan, yaitu benevolent leadership dengan perilaku kerja inovatif karyawan.

Penelitian ini merupakan penelitian kuantitatif dengan desain korelasional yang menggunakan alat ukur Benevolent Leadership Scale dari Cheng dkk. 2004 dan The Innovative Work Behavior Scale dari Janssen 2000. Pearson Product Moment dan Hierarchical Regression digunakan dalam menganalisis hasil penelitian ini.

Hasil penelitian terhadap 217 karyawan di perusahaan berbasis digital menunjukkan adanya hubungan yang signifikan dan positif antara benevolent leadership dan perilaku kerja inovatif $r_{215} = 0.48$, $p < 0.01$. Lebih lanjut, penelitian ini juga menemukan adanya hubungan antara perilaku kerja inovatif dan beberapa variabel demografis seperti usia dan lama kerja karyawan.

.....In the midst of digitization era and global industry competition, employees' innovative work behavior is key to the success of a company, especially for digital based company. In order to implement innovative ideas, employees need support from various parties, specifically from their leaders. It takes a certain style of leadership that suitable to support employees' innovative work behavior. This study aims to describe the relationship between one of the leadership styles, that is benevolent leadership, and innovative work behavior.

This study is a quantitative research with correlational design using Benevolent Leadership Scale from Cheng et al. 2004 and The Innovative Work Behavior Scale from Janssen 2000. Pearson Product Moment and Hierarchical Regression were used to analyze the result of this study.

The results carried out among 217 employees from various digital enterprises showed that there was a positive and significant correlation between benevolent leadership and innovative work behavior $r_{215} = 0.48$, $p < 0.01$. Furthermore, this study also showed the relationship between innovative work behavior and some demographic variables, such as age and employees' tenure.