

Pengaruh physical work environment dan work motivation terhadap innovative work behavior yang dimediasi oleh work engagement di perusahaan startup = The effect of physical work environment and work motivation on innovative work behavior in startup company; the mediating role of work engagement

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi bagaimana perusahaan startup meningkatkan perilaku inovatif bagi para pegawainya, dengan melihat pengaruh dari physical work environment dan work motivation. Selain itu juga melihat peranan mediasi dari work engagement. Data yang didapatkan berasal dari 253 responden. Model penelitian dengan empat hipotesis ini diuji dengan menggunakan Structural Equation Modeling (SEM). Studi ini menunjukkan bahwa terdapat pengaruh positif antara physical work environment dan work motivation terhadap innovative work behavior, baik langsung dan dengan mediasi dari work engagement. Terakhir peneliti memberikan implikasi dan saran untuk penelitian kedepannya.

ABSTRACT

This research emphasize on how a startup company increase innovative work behavior to its employees through physical work environment and work motivation. Moreover, mediation factors are also counted through work engagement management in the company. The data obtained came from 253 respondents. The research model with ten hypotheses was tested using Structural Equation Modeling (SEM). This study shows that there is a positive relationship between physical work environment and work motivation on innovative work behavior, both directly and through mediation of work engagement. Finally, researchers provide managerial implications and suggestions for future research.