

Pengaruh work autonomy terhadap innovative work behavior dengan work-life balance dan psychological flow sebagai mediator pada karyawan di perusahaan pengembang aplikasi dan game = The influence of work autonomy on innovative work behavior with work-life balance and psychological flow as mediator on workers in application and game developer companies

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Abstrak

Innovative work behavior adalah faktor penting yang menentukan keberhasilan kinerja dalam organisasi, khususnya di industri kreatif digital seperti pengembang aplikasi dan game. Menurut penelitian awal, perilaku kerja yang inovatif dapat dipengaruhi oleh beberapa faktor. Tujuan utama dari penelitian ini adalah untuk menyelidiki efek mediasi work-life balance dan psychological flow pada hubungan antara work autonomy dan innovative work behavior. Penelitian ini dilakukan menggunakan pendekatan kuantitatif. Partisipan dalam penelitian ini adalah karyawan yang bekerja pada perusahaan pengembang aplikasi dan game di industri kreatif Indonesia (n = 263). SPSS dan LISREL 8.8 digunakan untuk menganalisis data kuantitatif termasuk statistik deskriptif, reliabilitas, validitas, dan Structural Equation Modeling. Temuan ini mengungkapkan bahwa hubungan antara work autonomy dan innovative work behavior dapat dimediasi oleh psychological flow. Namun, work-life balance tidak memediasi hubungan antara work autonomy dan innovative work behavior.

.....Innovative work behavior is a critical factor that determines successful work performance in organizations, particularly in digital creative industries as application and game developers. According to early research, innovative work behavior can be influenced by several factors. The primary objective of this study is to investigate the mediating effect of work-life balance and psychological flow on the relationship between work autonomy and innovation work behavior. The research adopts a quantitative approach to address the research objectives. The participants in this study were workers (n=263) in the application and game development sectors of creative industry in Indonesia. SPSS and LISREL 8.8 was used to analyze the quantitive data including descriptive statistic, reliabilities, validities, and Structural Equation Modeling. The findings revealed that the relationship between work autonomy and innovative work behavior mediated by psychological flow. However, work-life balance does not mediate the relationship between work autonomy and innovative work behavior.