

Analisis pengaruh transformational leadership, organizational climate, dan organizational culture terhadap innovation performance pada organisasi layanan publik : studi pada pegawai Direktorat Jenderal Perimbangan Keuangan dan Sekretariat Jenderal Kementan = Analyze the impact of transformational leadership, organizational climate and Organizational Culture on Innovation Performance in Public Service Organizations : study at the directorate general for Fiscal Balance and the Secretariat General of the Ministr

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh transformational leadership, organizational climate, dan organizational culture terhadap innovation performance, serta menguji peran organizational climate, dan organizational culture sebagai mediator dalam dinamika pengaruh transformational leadership terhadap innovation performance. Penelitian ini dilakukan pada organisasi layanan publik. Data primer diperoleh melalui kuesioner dengan jumlah responden sebanyak 241 responden yang bekerja di DJPK (95 responden) dan SETJEN (146 responden). DJPK dan SETJEN merupakan unit eselon I pada Kementerian Keuangan Republik Indonesia. Hipotesis penelitian dirumuskan dari penelitian-penelitian sebelumnya dan diuji menggunakan structural equation model (SEM).

Hasil penelitian ini menegaskan kembali bahwa transformational leadership, organizational climate, dan organizational culture memiliki pengaruh signifikan terhadap innovation performance dan terdapat peran mediasi parsial organization culture dan organization climate pada dinamika pengaruh transformational leadership terhadap innovation performance pada DJPK dan SETJEN.

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ABSTRACT

This study analyze the impact of transformational leadership, organizational climate, and organizational culture on innovation performance And tested the role of organizational climate, and organizational culture as a mediator in the dynamics of the influence of transformational leadership on innovation performance.

This research was conducted at public service organizations. Primary data were obtained through a questionnaire with a total of 241 respondents who worked at the DJPK (95 respondents) and SETJEN (146 respondents). DJPK and SETJEN are echelon I units in the Ministry of Finance of the Republic of Indonesia. The research hypothesis was formulated from previous studies and tested using the structural equation model (SEM).

The results of this study reaffirm that transformational leadership, organizational climate, and organizational culture had a significant influence on innovation performance and there is a partial role of organizational culture and organizational climate mediation on the dynamics of the influence of transformational leadership on innovation performance on DJPK and SETJEN.

