

# Innovative Behavior di Instansi Pemerintahan terhadap Generasi Milenial: Peran Leader-Member Exchange, Psychological Capital, dan Job Crafting = Innovative Behavior in Public Sector: The Role of Leader-Member Exchange, Psychological Capital and Job Crafting

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## Abstrak

Innovative behavior diyakini sebagai salah satu prediktor yang dapat mempengaruhi pegawai untuk melakukan perbaikan dan peningkatan cara kerja. Instansi pemerintah diharapkan memiliki innovative behavior agar mencapai hasil yang diinginkan seperti peningkatan efisiensi dan kualitas layanan yang lebih baik. Tujuan penelitian ini adalah untuk memeriksa pengaruh leader-member exchange dan psychological capital terhadap job crafting dan pegawai innovative behavior, serta menginvestigasi efek mediasi dari job crafting. Data dari 105 jumlah responden dihimpun melalui survei online dan diolah menggunakan PLS-SEM, menunjukkan bahwa psychological capital berpengaruh positif dan signifikan terhadap job crafting dan innovative behavior. Namun leader-member exchange tidak berpengaruh signifikan terhadap job crafting dan innovative behavior. Kemudian job crafting tidak memperlihatkan efek sebagai mediasi.

.....Innovative behavior believed as predictor for employees correcting errors in service delivery and redesigning work process. Public sector is expected to has innovative behavior to achieves desirable outcome such as improved efficiency and higher public sevice quality. The purpose of this paper is to examine the effect of leader-member exchange and psychological capital on job crafting and employees' innovative behavior, the mediation effects of job crafting also investigated. Data from 105 participants were collected using an online survey and analyzed using PLS-SEM, shows that psychological capital has a positive and significant effect on job crafting and innovative behavior. Leader-member exchange however does not significantly affect both job crafting and innovative behavior. Moreover, the result demonstrates non-significant mediation of job crafting.