

Pengaruh Kerja Jarak Jauh terhadap Perilaku Kerja Inovatif di masa Pandemi COVID-19: Peran Persepsi Dukungan Organisasi sebagai Mediator = The Effect of Telework on Innovative Work Behaviour during COVID-19 Pandemic: The Role of Perceived Organizational Support as a Mediator

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Abstrak

Pada masa pandemi, pertumbuhan organisasi menjadi terhambat, karena adanya penurunan aktivitas ekonomi yang berdampak pada menurunnya pendapatan organisasi. Oleh karena itu, organisasi dan karyawan harus dapat berinovasi. Inovasi pada level karyawan yang selanjutnya disebut sebagai perilaku kerja inovatif. Dalam melakukan inovasi pada masa pandemi, karyawan diharuskan melakukan kerja jarak jauh, sebagai upaya perlindungan dari penularan virus. Hal ini diharapkan dapat dipersepsi oleh karyawan sebagai bentuk dukungan dari organisasi agar karyawan masih dapat melakukan inovasi. Penelitian ini bertujuan melihat pengaruh kerja jarak jauh terhadap perilaku kerja inovatif melalui mediator persepsi dukungan organisasi. Penelitian dilaksanakan menggunakan 173 data karyawan yang menerapkan kerja jarak jauh di masa pandemi. Pengolahan data dilakukan menggunakan PROCESS Hayes model 4, dengan bootstrap 10000. Hasil menunjukkan bahwa persepsi dukungan organisasi tidak memediasi pengaruh kerja jarak jauh terhadap perilaku kerja inovatif ($B=0.00$, $SE=0.01$, $95\%CI,-0.01,0.03$). Berdasarkan hasil tersebut, penelitian selanjutnya diharapkan dapat menelaah peran variabel mediator lain, untuk menjelaskan pengaruh kerja jarak jauh terhadap perilaku kerja inovatif.

.....During the pandemic, organizational growth is hampered, due to a decrease in economic activity which has an impact on decreasing organizational income. Therefore, organizations and employees must be able to innovate. Individual employee innovation referred to as innovative work behaviour. Innovation during the pandemic are a challenge on it's own, because employees are required to work remotely, as an effort to protect them against virus transmission. This is expected to be perceived by employees as a form of support from the organization so that employees can still work and innovate during pandemic situation. This study aims to examine the effect of telework on innovative work behavior through a mediator of perceived organizational support . This study was conducted on 173 teleworking employees, using simple mediation PROCESS Hayes model 4 with 10000 bootstrap. The result shows that perceived organizational support does not mediated the effect of telework on innovative work behaviour ($B=0.00$, $SE=0.01$, $95\%CI,-0.01,0.03$). Further research is expected to examine the role of other mediator variables, to better explain the effect of telwwork on innovative work behaviour.