

# Hubungan Antara Iklim Humor Dengan Perilaku Kerja Inovatif di Sektor Informasi Dan Teknologi = Relationship between Humor Climate and Innovative Work Behavior in the Information and Technology Sector

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## Abstrak

Perusahaan IT membutuhkan perilaku kerja inovatif yang dapat dipengaruhi iklim humor, yaitu persepsi bersama tentang menggunakan dan mengekspresikan humor di lingkungan. Penelitian ini bertujuan mengetahui hubungan variabel tersebut. Melalui convenience sampling, 121 laki-laki dan 150 perempuan berusia 17-46 tahun berstatus karyawan di perusahaan IT Indonesia berpartisipasi secara daring. Hasil Pearson correlation menunjukkan iklim humor dan perilaku kerja inovatif tidak berhubungan positif secara signifikan. Namun, negative humor dan outgroup humor berhubungan positif dan signifikan dengan perilaku kerja inovatif. Supervisor support berhubungan negatif secara signifikan dengan perilaku kerja inovatif. Perusahaan IT dapat mempertimbangkan kegiatan praktikal mengenai humor untuk mendorong perilaku kerja inovatif.

.....IT companies need innovative work behavior that may be influenced from humor climate, a shared perception about using and expressing humor in environment. This study aims to investigate the relationship between those variables. Through convenience sampling, 121 men and 150 women aged 17-46 years old and work in Indonesia's IT companies participated online. Pearson correlation shows no significant positive relationship between those variables. Negative humor and outgroup humor had a significant positive relationship with innovative work behavior. Supervisor support had a significant negative relationship with innovative work behavior. IT companies may consider humor practical activities to encourage innovative work behavior.