

Peran Keadilan Organisasi terhadap Perilaku Kerja Inovatif pada Karyawan Gen Z = The Role of Organizational Justice on Innovative Work Behavior in Gen Z Employees

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Abstrak

Inovasi menjadi penting bagi perusahaan untuk bertahan dan berkembang dalam persaingan. Perilaku kerja inovatif karyawan menjadi faktor yang perlu diperhatikan perusahaan terutama pada karyawan Gen Z yang dikenal sebagai generasi yang kreatif dan inovatif. Akan tetapi, karyawan Gen Z juga sering mengungkapkan rasa kecewa dan rasa tidak adil saat mereka bekerja melalui media sosial. Sementara itu, salah satu faktor yang dapat menampilkan perilaku tersebut adalah keadilan organisasi. Penelitian ini pun dilakukan untuk melihat peran keadilan organisasi beserta keempat dimensinya terhadap perilaku kerja inovatif pada karyawan Gen Z di Indonesia. Data diperoleh dari 217 karyawan berusia 18-28 tahun di Indonesia. Perilaku kerja inovatif diukur menggunakan Skala Perilaku Kerja Inovatif yang diadaptasi oleh Etikariena dan Muluk (2014) dan keadilan organisasi diukur menggunakan Organizational Justice Scale yang diadaptasi oleh Pratiwi (2013) ke dalam Bahasa Indonesia. Berdasarkan hasil analisis regresi linear sederhana, keadilan organisasi berperan secara positif dan signifikan terhadap perilaku kerja inovatif ($\beta = 0.36$, $p = 0.00$). Keadilan organisasi dapat menjelaskan 13% varians dari perilaku kerja inovatif ($R^2 = 0.13$, $p = 0.00$). Berdasarkan hasil analisis regresi linear berganda, dimensi keadilan prosedural berperan secara positif dan signifikan terhadap perilaku kerja inovatif ($\beta = 0.40$, $p = 0.00$). Akan tetapi, dimensi keadilan distributif ($\beta = 0.08$, $p = 0.32$), keadilan interpersonal ($\beta = 0.07$, $p = 0.36$), dan keadilan informasi ($\beta = -0.08$, $p = 0.28$) tidak berperan secara signifikan terhadap perilaku kerja inovatif. Oleh karena itu, perusahaan perlu memperhatikan keadilan organisasi untuk meningkatkan perilaku kerja inovatif pada karyawan Gen Z di Indonesia.

.....Innovation becomes essential for companies to survive and thrive in competitive markets. Employees' innovative work behavior is a factor that companies need to pay attention to, especially Gen Z employees, who are known as a creative and innovative generation. However, Gen Z employees also often express disappointment and unfairness when they work through social media. Meanwhile, one factor that can display such behavior is organizational justice. This research was conducted to look at the role of organizational justice and its four dimensions in innovative work behavior on Gen Z employees in Indonesia. Data was obtained from 217 employees aged 18–28 in Indonesia. Innovative work behavior is measured using the Innovative Working Behavior Scale adapted by Etikariena and Muluk (2014), and organizational justice is assessed using the Organizational Justice Scale adapted by Pratiwi (2013) to the Indonesian language. Based on the results of simple linear regression analysis, organizational justice plays a positive and significant role in innovative work behavior ($\beta = 0.36$, $p = 0.00$). Organizational justice can explain 13% of the variance in innovative work behavior ($R^2 = 0.13$, $p = 0.00$). Based on the results of multiple linear regression analysis, the dimension of procedural justice plays a positive and significant role in innovative work behavior ($\beta = 0.40$, $p = 0.00$). However, the dimensions of distributive justice ($\beta = 0.08$, $p = 0.32$), interpersonal justice ($\beta = 0.07$, $p = 0.36$), and informational justice ($\beta = -0.08$, $p = 0.28$) do not play a significant role in innovative work behavior. Therefore, companies need to pay attention to organizational

justice to improve innovative work behavior on Gen Z employees in Indonesia.