

# Pengaruh Kepemimpinan Transformasional dan Budaya Organisasi terhadap Innovative Work Behavior yang dimediasi Oleh Psychological Safety di Otoritas Jasa Keuangan = The Influence of Transformasional Leadership and Organisational Culture on innovative Work Behavior mediated by Psychological Safety at Financial Services Authority (OJK)

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## Abstrak

Industri Jasa Keuangan merupakan sektor yang sangat strategis, sehingga harus dapat cepat beradaptasi untuk menghadapi persaingan ekonomi yang dinamis dan situasi global yang cepat berubah. Otoritas Jasa Keuangan disingkat OJK adalah Lembaga Independen yang bertugas untuk membantu pemerintah dalam mengatur, mengawasi dan melindungi masyarakat serta Industri Jasa Keuangan untuk mewujudkan Indonesia yang maju dimasa depan. Ekspektasi pemangku kepentingan terhadap OJK yang semakin tinggi dalam melakukan pelaksanaan tugas pengawasan, pembuatan kebijakan, sehingga guna menghadapi tantangan dimasa depan OJK perlu memperhatikan kompetensi Sumber Daya Manusia di organisasinya agar dapat menjadi unggul yaitu berperilaku inovatif dimana pegawai dapat berani menyampaikan ide/gagasan dengan melakukan pengujian dan risiko yang terukur serta mampu berupaya mengimplementasikannya ketika menghadapi permasalahan pada pelaksanaan tugas. Pentingnya innovative work behavior pada pegawai OJK saat ini diperlukan guna mendukung berkembangnya sektor jasa keuangan yang sehat di Indonesia, mewujudkan citra OJK yang positif, dan keberlangsungan organisasi dimasa yang akan datang. Melalui beberapa studi literatur yang sudah di dalami, faktor yang dianggap berpengaruh terhadap Innovative work behavior di organisasi yaitu antara lain Kepemimpinan Transformasional, Budaya Organisasi, dan Psychological Safety. Penelitian ini dilakukan melalui metode kuantitatif dengan survei kepada pegawai di Otoritas Jasa Keuangan. Responden adalah Pegawai tetap level Jabatan Staf, Pegawai Tata Usaha dan Pegawai Dasar di OJK. Data diolah menggunakan metode Structural Equation Modelling (SEM) dengan program SmartPLS versi 4.0. Innovative work behavior diukur dengan menggunakan instrumen dari De Jong Hartog (2010), Kepemimpinan Transformasional menggunakan alat ukur Bass, Bernard M. dkk (2006) dan Budaya Organisasi di OJK yaitu INPRESIVE. Sedangkan Psychological Safety diukur menggunakan teori Edmondson A. (1999). Hasil dari penelitian ini menunjukkan bahwa Kepemimpinan Transformasional, Budaya Organisasi, memiliki pengaruh secara langsung positif dan signifikan dan Psychological Safety sebagai mediator terhadap innovative work behavior di Otoritas Jasa Keuangan.

.....The Financial Services Industry is a very strategic sector, so it must be able to adapt quickly to face dynamic economic competition and rapidly changing global situations. The Financial Services Authority, abbreviated as OJK, is an Independent Institution tasked with assisting the government in regulating, supervising and protecting the public and the Financial Services Industry to realize an advanced Indonesia in the future. Stakeholder expectations of OJK are increasingly high in carrying out supervisory duties, policy making, so that in order to face future challenges, OJK needs to pay attention to the competence of Human Resources in its organization so that it can excel, namely behaving innovatively where employees can dare to convey ideas/concepts by conducting measurable tests and risks and are able to try to implement them

when facing problems in carrying out tasks. The importance of innovative work behavior in OJK employees is currently needed to support the development of a healthy financial services sector in Indonesia, realize a positive image of OJK, and the sustainability of the organization in the future. Through several literature studies that have been studied, the factors that are considered to influence Innovative work behavior in the organization include Transformational Leadership, Organizational Culture, and Psychological Safety. This research was conducted using a quantitative method with a survey of employees at the Financial Services Authority. Respondents are permanent employees at the Staff Position level, Administrative Employees and Basic Employees at OJK. Data are processed using the Structural Equation Modeling (SEM) method with the SmartPLS version 4.0 program. Innovative work behavior is measured using the instrument from De Jong Hartog (2010), Transformational Leadership using the Bass, Bernard M. et al. (2006) measuring instrument and Organizational Culture at OJK, namely INPRESIVE. While Psychological Safety is measured using the theory of Edmondson A. (1999). The results of this study indicate that Transformational Leadership, Organizational Culture, have a direct positive and significant influence and Psychological Safety as a mediator on innovative work behavior at the Financial Services Authority.