

Pengaruh Creative Self-Efficacy, Organizational Learning Terhadap Innovative Work Behaviour Dengan Managerial Support Sebagai Variabel Moderasi Di Direktorat Jenderal Pelayanan Kesehatan = The Effect of Creative Self-efficacy, Organizational Learning on Innovative Work Behavior with Managerial Support as a Moderating Variable At Directorate General of Health Services

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Abstrak

Perubahan lingkungan yang cepat menyebabkan organisasi publik harus beradaptasi dan berinovasi. Untuk itu diperlukan Aparatur Sipil Negara yang memiliki perilaku kerja yang inovatif disertai kepercayaan diri yang tinggi dalam mengerjakan pekerjaannya dan senantiasa mau meningkatkan kompetensinya serta berbagi pengetahuan melalui proses pembelajaran dalam organisasi. Didukung oleh pimpinan agar senantiasa memberikan pelayanan terbaik kepada masyarakat. Oleh karenanya penelitian ini bertujuan untuk menganalisis adanya pengaruh Creative Self-efficacy dan Organizational Learning terhadap Innovative Work Behavior yang dimoderasi oleh Managerial Support di lingkungan Direktorat Jenderal Pelayanan Kesehatan, dengan lokus penelitian di kantor pusat Direktorat Jenderal Pelayanan Kesehatan. Penelitian ini menggunakan pendekatan penelitian kuantitatif yang menggunakan teknik survei dan kuesioner sebagai instrumen penelitian pada 255 Aparatur Sipil Negara. Pemilihan sampel dilakukan dengan teknik total sampling. Dengan analisis data dilakukan dengan teknik Regresi Linier Berganda dengan Moderated Regression Analysis (MRA) menggunakan software SPSS versi 29. Hasil penelitian ini membuktikan bahwa Creative Self-efficacy dan Organizational Learning memberikan pengaruh positif dan signifikan terhadap Innovative Work Behavior baik secara terpisah maupun bersamaan, dan Managerial Support dapat memoderasi pengaruh Creative Self-efficacy terhadap Innovative Work Behavior serta memoderasi pengaruh Organizational Learning terhadap Innovative Work Behavior.

.....Public organizations have to adapt and innovate in response to rapid environmental changes. To continuously provide services to the community, the State Civil Apparatus must exhibit innovative work behavior along with a high degree of self-confidence in their ability to do their jobs. They must also constantly seek to share knowledge and increase their competence through a learning process in the organization. encouraged by the leadership to always provide the best service to the community . The aims of this study is to examine the effect of Creative Self-efficacy and Organizational Learning on Innovative Work Behavior, as moderated by Managerial Support, within the Directorate General of Health Services, with a research locus at the Directorate General of Health Services headquarters, This study employs a quantitative research methodology and employs questionnaires and survey methods as research instruments on 255 State Civil Apparatus. The sample selection was carried out with total sampling technique. With data analysis carried out by Multiple Linear Regression techniques with Moderated Regression Analysis (MRA) using SPSS version 29 software. The finding of this study demonstrates that both Organizational Learning and Creative Self-efficacy positively and significantly influence Innovative Work Behavior, both independently and simultaneously. And Managerial Support can moderate the effect of Creative Self-efficacy on Innovative Work Behavior and moderate the effect of Organizational Learning on Innovative

Work Behavior.