

Analisis Pengaruh Organization Support of Creativity dan Work Ethic terhadap Innovative Work Behavior Pegawai Bank di Indonesia dengan Person Organization Fit dan Intrinsic Motivation sebagai Mediator = Effect of Organization Support of Creativity and Work Ethic on Innovative Work Behavior of Indonesian Banking Employees Through Mediation of Person Organization Fit and Intrinsic Motivation

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Abstrak

Perilaku kerja inovatif memiliki kontribusi pada perusahaan dalam bentuk proses, produk, dan layanan baru. Perusahaan membutuhkan inovasi untuk menghadapi kondisi meningkatnya persaingan bisnis. Dukungan organisasi dan etos kerja berperan penting dalam membentuk perilaku pegawai. Penelitian menggunakan metodologi berbasis survei untuk 316 pegawai perbankan di Indonesia. Hasil menunjukkan dukungan organisasi terhadap kreativitas tidak dapat mempengaruhi perilaku inovatif pegawai secara signifikan. Kesesuaian pegawai dengan organisasi dan motivasi intrinsik mampu memediasi secara penuh antara etos kerja dan perilaku inovatif pegawai. Etos kerja pegawai mempengaruhi perilaku berinovasi pegawai perbankan, bila diikuti oleh tumbuhnya motivasi intrinsik dan terdapat kesesuaian antara pegawai dengan perusahaan mereka bekerja.

.....Employee's innovative work behavior contributes to company innovation in the form of new processes, products, and services. Companies and industries need innovation to face increasing business competition. Organizational support and work ethic have an important role in shaping employee behavior. This study used a survey-based methodology for 316 Indonesian banking employees. The results showed that organizational support of creativity could not significantly influence employee innovative behavior through person-organization fit and intrinsic motivation. Person organization fit and intrinsic motivation can fully mediate between work ethic and innovative work behavior. Work ethic can influence the innovative work behavior of banking employees, if it is followed by the growth of intrinsic motivation and there is a fit between the employees and the companies they work for.