

Pengaruh Learning Agility dan Inclusive Leadership terhadap Innovative Work Behavior melalui Mediasi Work Engagement dan Job Autonomy di Perusahaan Berbasis Platform = The Impact of Learning Agility and Inclusive Leadership on Innovative Work Behavior through The Mediation of Work Engagement and Job Autonomy in Platform-Based Companies

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Abstrak

Perusahaan berbasis platform di Indonesia menghadapi tantangan besar akibat globalisasi, perkembangan teknologi, dan era VUCA, yang membuat inovasi menjadi kunci untuk mempertahankan pertumbuhan dan keberlanjutan. Penelitian ini bertujuan untuk mengkaji pengaruh Learning Agility dan Inclusive Leadership terhadap Innovative Work Behavior, dengan peran mediasi Work Engagement dan Job Autonomy. Studi ini menggunakan pendekatan kuantitatif konfirmatori dengan desain cross-sectional. Data dikumpulkan melalui kuesioner yang terdiri dari 44 item pernyataan. Sampel penelitian melibatkan 255 karyawan dari perusahaan berbasis platform yang dipilih menggunakan teknik purposive sampling. Analisis data dilakukan melalui metode Covariance Based-Structural Equation Modeling (CB-SEM) dengan LISREL 8.8. Hasil penelitian menunjukkan bahwa learning agility, work engagement, dan job autonomy memiliki pengaruh langsung terhadap innovative work behavior, sementara inclusive leadership tidak mempengaruhi innovative work behavior secara langsung. Selain itu, work engagement dan job autonomy terbukti berperan sebagai mediator dalam hubungan antara variabel learning agility dan inclusive leadership dengan innovative work behavior. Temuan ini memberikan implikasi praktis bagi perusahaan berbasis platform untuk meningkatkan perhatian pada pengembangan learning agility dan penerapan kepemimpinan inklusif sebagai strategi dalam meningkatkan keterlibatan karyawan dan otonomi kerja untuk mendukung perilaku inovatif karyawan.

.....Platform-based companies in Indonesia face significant challenges due to globalization, technological advancements, and the VUCA era, making innovation crucial for sustaining growth and organizational sustainability. This study aims to examine the impact of Learning Agility and Inclusive Leadership on Innovative Work Behavior (IWB), with the mediating roles of Work Engagement and Job Autonomy. The research employs a quantitative confirmatory approach with a cross-sectional design. Data was collected through a 44-item questionnaire from a sample of 255 employees of platform-based companies, selected using purposive sampling. Data analysis was conducted using Covariance-Based Structural Equation Modeling (CB-SEM) with LISREL 8.8. The results indicate that Learning Agility, Work Engagement, and Job Autonomy have a direct effect on IWB, while Inclusive Leadership does not directly influence IWB. Furthermore, work engagement and job autonomy have been identified as significant mediators in the relationship between learning agility and inclusive leadership with innovative work behavior. These findings underscore the importance for platform-based companies to prioritize the development of learning agility and the adoption of inclusive leadership to enhance work engagement and job autonomy, thereby fostering IWB.