

Pelatihan mastering self-leadership untuk meningkatkan kepemimpinan diri dan perilaku kerja inovatif pada karyawan divisi produksi PT X = Mastering self leadership training for increasing self leadership and innovative work behavior in production division employees PT X

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara Kepemimpinan diri dan Perilaku kerja inovatif serta efektivitas pelatihan Mastering Self-leadership untuk meningkatkan Kepemimpinan diri dan Perilaku kerja inovatif.

Penelitian ini menggunakan pendekatan action research dengan dua desain penelitian, yaitu cross-sectional ($n = 144$) dan before-and-after study ($n = 9$). Alat ukur yang digunakan adalah kuesioner Perilaku kerja inovatif (Jassen, 2000) yang kemudian diadaptasi ke dalam bahasa Indonesia oleh Etikariena dan Muluk (2014) dan kuesioner The Revised Self-Leadership Questionnaire (Marques-Quinteiro, Curral, & Passos, 2012).

Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara Kepemimpinan diri dan Perilaku kerja inovatif ($r = .44$, $R^2 = .20$, $p < .05$). Artinya, peningkatan Kepemimpinan diri dapat turut serta meningkatkan Perilaku kerja inovatif secara signifikan dan Kepemimpinan diri memprediksi 20% variance Perilaku kerja inovatif. Constructive thought strategies merupakan dimensi Kepemimpinan diri yang memiliki hubungan tertinggi dengan Perilaku kerja inovatif ($r = .41$).

Berdasarkan hasil uji perbedaan sebelum dan sesudah pelatihan, dapat disimpulkan bahwa pelatihan Mastering Self-leadership efektif disarankan menjadi kegiatan untuk meningkatkan Kepemimpinan diri dan Perilaku kerja inovatif.

.....This research aims to determine the relationship between Self-leadership and Innovative Work Behavior as well as how effective the Mastering Self-leadership training to increase Self-leadership and Innovative Work Behavior.

The study used action research with two research designs which are cross sectional ($n = 144$) and before-and-after study ($n = 9$). Measuring instrument used is Innovative Work Behavior Questionnaire (Jassen, 2000) which then translated into Indonesian language by Etikariena and Muluk (2014) and The Revised Self-Leadership Questionnaire (Marques-Quinteiro, Curral & Passos, 2012).

The result showed that there is a significant positive correlation between Self-Leadership and Innovative Work Behavior ($r = .44$, $R^2 = .20$ ($p < .05$). It means that the more increase Selfleadership is, the more Work Innovative Behavior increases significantly and then, Self-leadership explained 20% variance of Work Innovative Behavior. Moreover, among the three dimensions of Self-leadership, the Constructive thought strategies is the most related dimension to the Work Innovative Behavior ($r = .41$).

Based on the result of the difference between pre-test and post-test, it concludes that the intervention of Mastering Self-Leadership training is effectively advised as an activity to increase Self-leadership and Innovative Work Behavior.