

Analisis pengaruh psychological capital dan perceived organizational support terhadap innovative work behavior yang dimediasi oleh work engagement pada PT LAMIGAS = The effect of psychological capital and perceived organizational support to innovative work behavior mediated by work engagement at PT LAMIGAS

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Abstrak

ABSTRAK

Tesis ini membahas mengenai pengaruh psychological capital dan perceived organizational support terhadap innovative work behavior yang dimediasi oleh work engagement pada PT LAMIGAS. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei yang dilakukan secara online. Responden yang terlibat dalam penelitian ini adalah 114 orang yang bekerja pada PT LAMIGAS. Pengukuran psychological capital pada penelitian ini menggunakan alat ukur PsyCap Questionnaire (PCQ-24) (2007). Pengukuran Perceived organizational support pada penelitian ini menggunakan alat ukur Perceived organizational support (1997). Pengukuran Work engagement pada penelitian ini menggunakan alat ukur UWES 9. Pengukuran Innovative work behavior pada penelitian ini menggunakan alat ukur Scale for individual innovative behavior in the workplace (1994). Penelitian ini dilakukan pada 114 responden karyawan PT LAMIGAS. Hasil dari penelitian ini adalah ditemukannya hubungan positif dan signifikan antara variabel psychological capital dan innovative work behavior, perceived organizational support dan innovative work behavior, serta variabel psychological capital dan work engagement.

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ABSTRACT

This thesis discusses the influence of psychological capital and perceived organizational support to innovative work behavior mediated by work engagement at PT LAMIGAS. This research uses a quantitative approach with survey methods conducted online. Respondents involved in this research are 114 people who work at PT LAMIGAS. Measurement of psychological capital in this study using PsyCap Questionnaire (PCQ-24) (2007). Measurement of Perceived organizational support in this study using Perceived organizational support (1997). Measurement of Work engagement in this research using UWES measuring instrument 9. Measurement of Innovative work behavior in this research using Scale for individual innovative behavior in the workplace (1994). This research was conducted on 114 respondents employees of PT LAMIGAS. The result of this research is the finding of positive and significant relation between psychological capital and innovative work behavior variable, and psychological capital variable and work engagement.