

## ABSTRAK

*Creativity* merupakan hal yang sangat penting untuk organisasi yaitu disekolah. Penelitian ini bertujuan untuk menganalisis pengaruh *Independent Self-construal* dan *Interdependent Self-construal* terhadap *Creativity* dan *Self-esteem* sebagai Variabel Moderating pada Guru MTs. Madrasah Tsanawiyah Negeri Surabaya I.

Pengambilan sampel untuk penelitian ini menggunakan metode survei, yaitu seluruh Guru tetap dari MTs. Madrasah Tsanawiyah Negeri Surabaya I yang berjumlah 50 orang. Pengambilan data dilakukan dengan menggunakan kuesioner. Dalam penelitian ini teknik analisis yang digunakan adalah partial least square (PLS), dan dikerjakan dengan software SmartPLS2.02.

Hasil penelitian ini menunjukkan adanya pengaruh *Independent Self-construal* dan *Interdependent Self-construal* terhadap *Creativity* dan *Self-esteem* sebagai variabel moderating. *Independent Self-construal* berpengaruh positif dan signifikan terhadap *Creativity* Guru MTs. Madrasah Tsanawiyah Negeri Surabaya I. *Interdependent Self-construal* berpengaruh negatif dan signifikan terhadap *Creativity* Guru MTs. Madrasah Tsanawiyah Negeri Surabaya I. *Self-esteem* sebagai variabel moderating, tidak memoderasi *independent Self-construal* terhadap *Creativity* Guru MTs. Madrasah Tsanawiyah Negeri Surabaya I. *Self-esteem* sebagai variabel moderating, memperlemah hubungan antara *Interdependent Self-construal* terhadap *Creativity* Guru MTs. Madrasah Tsanawiyah Negeri Surabaya I.

**Kata kunci :** *Creativity, Independent Self-construal, Interdependent Self-construal, Self-esteem.*

## ABSTRACT

Creativity is a very important thing for an organization, which is at school. This study aims to analyze the effect of Independent Self-construal and Interdependent Self-construal on Creativity and Self-esteem as Moderating Variables in MTs Teachers. Madrasah Tsanawiyah Negeri Surabaya I.

Sampling for this study uses the census method, namely all teachers remain from MTs. Madrasah Tsanawiyah Negeri Surabaya I, amounting to 50 people. Data retrieval is done using a questionnaire. In this study the analysis technique used was partial least square (PLS), and was done with SmartPLS2.02 software.

The results of this study indicate the influence of Independent Self-construal and Interdependent Self-construal on Creativity and Self-esteem as moderating variables. Independent Self-construal has a positive and significant effect on the Creativity of MTs Teachers. Madrasah Tsanawiyah Negeri Surabaya I. Interdependent Self-construal has a negative and significant effect on MTs Creativity Teachers. Surabaya State Tsanawiyah Madrasah I. Self-esteem as a moderating variable, does not moderate independent Self-construal towards Creativity MTs Teachers. Surabaya State Tsanawiyah Madrasah I. Self-esteem as a moderating variable, weakens the relationship between Interdependent Self-construal towards Creativity MTs Teachers. Madrasah Tsanawiyah Negeri Surabaya I.

**Keywords :** *Creativity, Independent Self-construal, Interdependent Self-construal, Self-esteem.*