

ABSTRAK

Puspita Sandya Mahardika, 111611133073, Pengaruh Kepemimpinan Transformasional dan Iklim Organisasi (*Open System Model*) terhadap Perilaku Kerja Inovatif pada Karyawan Industri Perhotelan, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2020.

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan transformasional dan iklim organisasi terhadap perilaku kerja inovatif. Kepemimpinan transformasional merupakan pemimpin yang memberikan pertimbangan dan rangsangan intelektual yang diindividualkan dan memiliki karisma (Robbins S., 2003). Iklim organisasi merujuk pada persepsi karyawan mengenai peristiwa, praktek serta prosedur dan perilaku lanjutan yang mendukung adanya kreativitas, inovasi, keselamatan atau pelayanan yang dimiliki oleh organisasi (Patterson dkk, 2005), serta perilaku kerja inovatif merupakan penciptaan yang disengaja, pengenalan serta aplikasi dari ide baru untuk kepentingan kinerja kelompok dan organisasi (Janssen, 2000).

Sampel penelitian ini adalah 73 karyawan yang bekerja di hotel-hotel di Indonesia, yang dikumpulkan melalui survei daring. Variabel kepemimpinan transformasional diukur menggunakan skala Transformational Leadership yang dikembangkan oleh Robbins (2010), variabel iklim organisasi diukur menggunakan skala Organizational Climate Measure (OCM) yang dikembangkan oleh Patterson, dkk (2005) dan variabel perilaku kerja inovatif diukur menggunakan skala Innovative Work Behavior yang dikembangkan oleh Janssen (2000). Data dianalisis menggunakan simple linear regression dan multiple linear regression. Hasil penelitian menunjukkan bahwa variabel kepemimpinan transformasional dan iklim organisasi tidak memiliki pengaruh yang signifikan terhadap perilaku kerja inovatif.

Kata Kunci: Kepemimpinan Transformasional, Iklim Organisasi, Perilaku Kerja Inovatif, Hotel

Daftar Pustaka, 74 (1979-2019)

ABSTRACT

Puspita Sandya Mahardika, 111611133073, The Impact of Transformational Leadership and Organizational Climate (Open System Model) on Innovative Work Behavior among Hotel Industry Employees, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga Surabaya.

Innovative behavior is needed to maintain the existence of the hotel. This study aims to determine the effect of transformational leadership and organizational climate on innovative work behavior. Transformational leadership is a leader who provides individualized and charismatic intellectual stimulation and consideration (Robbins S., 2003). Organizational climate refers to employees' perceptions of events, practices and follow-up procedures and behaviors that support the organization's creativity, innovation, safety or service (Patterson et al., 2005), and innovative work behavior is the deliberate creation, recognition, and application of new ideas for the benefit of the group and organizational performance (Janssen, 2000).

The sample of this research is 73 employees who work in hotels in Indonesia, which were collected through online surveys. Transformational leadership variables are measured using the transformational leadership scale developed by Robbins (2010), organizational climate variables are measured using the Organizational Climate Measure (OCM) scale developed by Patterson, et al (2005), and innovative work behavior variables are measured using the innovative work behavior scale developed by Janssen (2000). Data were analyzed using simple linear regression and multiple linear regression. The results showed that transformational leadership and organizational climate did not have a significant effect on innovative work behavior.

Keywords: Transformational Leadership, Organizational Climate, Innovative Work Behavior, Hotel

Bibliography, 74 (1979-2019)