

ABSTRAK

Anastasius Verdiansyah, 111511133159, Pengaruh Kecerdasan Budaya terhadap Perilaku Kerja Inovatif pada Karyawan Perusahaan Rintisan di Indonesia, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2020.

xv + 78 halaman + 8 Lampiran

Perilaku kerja inovatif penting untuk menghadapi persaingan sengit di dunia usaha saat ini. Penelitian ini bertujuan untuk mengetahui pengaruh dari kecerdasan budaya terhadap perilaku kerja inovatif. Hipotesis dalam penelitian ini adalah kecerdasan budaya berpengaruh terhadap perilaku kerja inovatif.

Desain penelitian menggunakan cross-sectional study. Jumlah subjek penelitian sebanyak 100 orang yang meliputi karyawan perusahaan rintisan yang ada di Indonesia, pernah mengalami interaksi lintas budaya dan bekerja di tim lintas budaya selama lebih dari 1 tahun. Pengumpulan data dilakukan melalui survei daring yang tersusun atas skala Cultural Intelligence (CQS) dan skala Innovative Work Behavior (IWB). Data dianalisis melalui uji regresi linear sederhana dengan menggunakan bantuan program statistik IBM SPSS 25 for Windows.

Hasil penelitian menunjukkan bahwa kecerdasan budaya memiliki pengaruh yang positif dan signifikan terhadap perilaku kerja inovatif. Kecerdasan budaya memprediksi perilaku kerja inovatif sebesar 19,1% ($R^2 = 0,191$; $p < 0,05$).

Kata Kunci: Kecerdasan Budaya, Perilaku Kerja Inovatif, Multikultural, Karyawan, Perusahaan Rintisan

Daftar Pustaka, 69 (1994 – 2020)

ABSTRACT

Anastasius Verdiansyah, 111511133159, The Influences of Cultural Intelligence on Innovative Work Behavior among Employees of Startup Companies in Indonesia, Undergraduate Thesis, Faculty of Psychology, Airlangga University Surabaya, 2020.

xv + 78 pages + 8 appendixes

Innovative work behavior is important to face fierce competition in today's business world. This study aims to determine the effect of cultural intelligence on innovative work behavior. The hypothesis in this study is that cultural intelligence has an effect on innovative work behavior.

The research design used a cross-sectional study. The number of research subjects as many as 100 people, including employees of startup companies in Indonesia, have experienced cross-cultural interactions and worked in cross-cultural teams for more than 1 year. Data was collected through an online survey composed of a Cultural Intelligence (CQS) scale and an Innovative Work Behavior (IWB) scale. Data were analyzed through simple linear regression test using the statistical program IBM SPSS 25 for Windows.

The results showed that cultural intelligence had a positive and significant influence on innovative work behavior. Cultural intelligence predicts innovative work behavior by 19.1% ($R^2 = 0.191$; $p < 0.05$).

Keyword: *Cultural Intelligence, Innovative Work Behavior, Multicultural, Employees, Startup Companies*

References, 69 (1994 - 2020)