

ABSTRAK

**Alya Yurika Wicaksono, 111411131131, Pengaruh *Leader Member Exchange* terhadap Perilaku Kerja Inovatif pada Pekerja *Start Up* di Surabaya, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya 2018
xix + 82 Halaman + 27 Lampiran**

Penelitian ini bertujuan untuk mengetahui pengaruh leader-member exchange terhadap perilaku kerja inovatif pada pekerja start-up di Surabaya. Start Up merupakan industri kreatif berskala kecil yang bergerak di bidang teknologi. Janssen (2000) mendefinisikan Innovative Work Behavior sebagai kehendak untuk menciptakan, mengenalkan, dan mengaplikasikan ide baru untuk peningkatan performa organisasi. Leader-member exchange merupakan suatu dinamika antara atasan dan bawahan yang bersifat multidimensional yang terdiri atas empat dimensi, yaitu kontribusi, loyalitas, afeksi, dan rasa hormat atas profesi (Liden&Maslyn, 1998). Menurut Alsughayir (2017) leader member exchange merupakan anteseden yang kuat untuk perilaku kerja inovatif, namun menurut Schermuly (2015) dan Lee (2007) leader-member exchange tidak berhubungan dengan ada atau tidaknya perilaku kerja inovatif.

Teknik pengumpulan data menggunakan survey dengan mengisi kuesioner psikologis. Alat ukur yang digunakan adalah Skala Perilaku Kerja Inovatif (Janssen, 2000) dan Leader-Member Exchange Multidimensionality Measures (LMX-MDM). Alat ukur ini diujikan pada 51 pekerja start-up yang berasal dari 10 start-up yang berbeda di Surabaya. Adapun metode pengambilan sampel dilakukan menggunakan metode non-probability sampling, teknik purposive sampling.

Analisis data menggunakan uji regresi dengan bantuan program SPSS 22.0 for Windows. Hasil analisis menunjukkan bahwa ada pengaruh yang signifikan positif dari leader-member exchange terhadap perilaku kerja inovatif (Sig. 0,000 < 0,05; R Square 0,304; $\beta = 8,187$).

Kata Kunci: Perilaku Kerja Inovatif, *Leader Member Exchange*, *Start-Up*
Daftar Pustaka: 63 (1990-2018)

ABSTRACT

Alya Yurika Wicaksono, 111411131131, The Influence of Leader Member Exchange on Innovative Work Behavior among Start Up Workers in Surabaya, Undergraduate Thesis, Faculty of Psychology, University of Airlangga, 2018

xix + 82 Pages + 27 Appendixes

This study aims to determine the influence of leader-member exchange on innovative work behavior among start-up workers in Surabaya. Start-Up is small-scale creative industry based on technology and information. Janssen (2000) defines innovative work behavior as will to create, introduce and apply new ideas in order to improve organizational performance. Leader-member exchange is dynamic between superior and subordinate that multidimensional and consist of four dimensions, which are contribution, loyalty, affection, and professional respect (Liden & Maslyn, 1998). According to Alsughayir (2017) leader member exchange is strong antecedent for innovative work behavior, but on the contrary Schermuly (2015) and Lee (2007) stated that leader-member exchange is not related to the presence of innovative work behavior.

The method of this study is a survey with psychological questionnaire using Innovative Work Behavior Scale (Janssen, 2000) and Leader-Member Exchange Multidimensionality Measures (LMX-MDM). Instrument tested on 51 start-up workers from 10 different start-up in Surabaya. The sampling method was taken using non-probability sampling method called purposive sampling technique.

Analysis of data was performed using regression analysis with the help of SPSS 22.0 for Windows program. The results of data analysis indicate that there is significant positive effect of member-member exchanges on innovative work behaviors (Sig. 0,000 < 0,05; R Square 0,304; $\beta = 8,187$).

Keywords: *Innovative Work Behavior, Leader Member Exchange, Start-Up*

References: 63 (1990-2018)