

## ABSTRAK

Pramudita Ardianti, 111514153022, Pengaruh *Leader Member Exchange* terhadap Perilaku Kerja Inovatif Sebagai Mediator, Tesis, Fakultas Psikologi, Universitas Airlangga Surabaya, Indonesia, 2019.

xv + 174 Halaman, 4 lampiran

*Penelitian ini dilakukan untuk mengetahui apakah terdapat pengaruh leader member exchange terhadap perilaku kerja inovatif melalui keterikatan kerja sebagai mediator. Definisi leader member exchange dalam penelitian ini menggunakan teori milik Liden dan Maslyn (1998), keterikatan kerja menggunakan teori milik schaufeli, dkk (2002), dan perilaku kerja inovatif menggunakan teori milik De Jong dan Den Hartog (2010). Penelitian dilakukan pada 177 karyawan perusahaan manufaktur Teknik sampling yang digunakan merupakan gabungan dari teknik incidental sampling dan snowball sampling. Alat pengumpul data berupa kuesioner dengan skala model likert yang terdiri dari tiga skala yaitu skala leader member exchange milik Liden dan Maslyn (1998), skala keterikatan kerja menggunakan Utrecht Work Engagement Scale (UWES) milik Schaufeli dan Bakker (2004), skala perilaku kerja inovatif milik De Jong dan Den Hartog (2010). Analisis data dalam penelitian ini menggunakan teknik SEM-PLS dengan bantuan program SmartPLS.*

*Berdasarkan hasil analisis data, disimpulkan bahwa terdapat pengaruh leader member exchange terhadap perilaku kerja inovatif melalui keterikatan kerja sebagai mediator, dimana efek mediasi yang terjadi bersifat parsial atau sebagian.*

**Kata Kunci:** *Leader member Exchange, Keterikatan Kerja, Perilaku Kerja Inovatif*

Daftar Pustaka 84, (1960-2019)

## ABSTRACT

Pramudita Ardianti, 111514153022, The Effect of Leader Member Exchange on Innovative Work Behavior with Work Engagement as a Mediator, *Thesis*, Faculty of Psychology, Universitas Airlangga Surabaya, Indonesia, 2019.

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*The aim of this study is to find out the effect of Leader member exchange on innovative work behavior with work engagement as mediator. The definition of leader member exchange in this study used Liden dan Maslyn (1998), work engagement used schaufeli, et al, (2002), and dan innovative work behavior used De Jong dan Den Hartog (2010). This study is conducted 177 employes who work in manufacture company. The sampling technique used is a combination of incidental and snowball sampling techniques. Data collection tool consisting of a questionnaire with a Likert scale model consisting of three scales including the scale of the exchange of members of leaders used Liden and Maslyn (1998), the scale of work engagement using Utrecht Work Engagement Scale (UWES) used Schaufeli and Bakker (2004), the scale of innovative work behavior used De Jong and Den Hartog (2010). The processing data used SEM methods are based on PLS with SmartPLS programs.*

*The result showed there was an effect of leader member exchange on innovative work behavior, with work engagement as a mediator, and the effect categorized as partial mediation.*

**Key Words: leader member exchange, work engagement, innovative work behavior**

References 84, (1960-2019)