

ABSTRAK

Puspita Indah Paramita, 111611133080, Pengaruh *Self-Leadership* dan *Proactive Behaviour* terhadap *Innovative Work Behaviour* Karyawan di Industri Pariwisata Yogyakarta, Skripsi, Fakultas Psikologi Universitas Airlangga, 2019.

xviii+82 halaman, 13 lampiran.

Penelitian ini bertujuan untuk mengetahui mengenai ada tidaknya pengaruh antara *self-leadership* dan *proactive behavior* terhadap *innovative work behavior* pada karyawan industri pariwisata di Yogyakarta. Penelitian ini menggunakan teori dan alat ukur dari skala *Innovative Work Behaviour* Kleysen & Street (2001), teori *Self-Leadership* dengan alat ukur yang dikembangkan oleh Neck & Houghton (2002), serta teori dan alat ukur dari skala *Proactive Behaviour* yang dikembangkan oleh Bateman dan Crant (1993).

Penelitian ini menggunakan pendekatan kuantitatif dengan tipe penelitian survei. Subjek dalam penelitian ini adalah karyawan industri pariwisata di Yogyakarta dengan jumlah total 104 subjek. Data diperoleh dari penyebaran kuesioner skala *Innovative Work Behaviour* yang berisi 14 aitem, skala *Self-Leadership* yang berisi 35 aitem dan skala *Proactive Behaviour* yang berisi 17 aitem yang telah diterjemahkan kedalam Bahasa Indonesia. Seluruh data dianalisis menggunakan program *IBM SPSS 24.0 for Windows*.

Hasil penelitian menunjukkan nilai signifikansi korelasi antara *Self-Leadership* dan *Innovative Work Behaviour* adalah sebesar 0,119 dengan koefisien sebesar 0,154 yang mana menunjukkan tidak terdapat hubungan signifikan antar kedua variabel tersebut. Sementara nilai signifikansi korelasi antara *Proactive Behaviour* dan *Innovative Work Behaviour* adalah sebesar 0,002 dengan koefisien sebesar 0,302 yang mana menunjukkan terdapat hubungan signifikansi antara kedua variabel tersebut.

Kata Kunci: *Self-Leadership, Proactive Behaviour, Innovative Work Behaviour*

ABSTRACT

Puspita Indah Paramita, 111611133080, *Effect of Self-Leadership and Proactive Behaviour on Innovative Work Behaviour Toward Tourism Industry Employees in Yogyakarta, Skripsi, Faculty of Psychology Airlangga University, 2019.*

xviii+82 pages, 13 appendices.

This research aims to discover effect between self-leadership and proactive behavior on innovative work behavior toward tourism industry employees in Yogyakarta. This study uses theories and measuring tools from the Kleysen & Street Innovative Work Behavior scale (2001), Self-Leadership theory with measuring tools developed by Neck & Houghton (2002), as well as theories and measuring tools from the Proactive Behavior scale developed by Bateman and Crant (1993).

This research used a quantitative approach with survey research type. The subjects in this research were tourism industry employees in Yogyakarta with a total of 104 subjects. Data were obtained from distributing Innovative Work Behavior scale questionnaires containing 14 items, Self-Leadership scale containing 35 items and Proactive Behavior scale containing 17 items that had been translated into Indonesian. All data were analyzed using the IBM SPSS 24.0 for Windows program.

The results showed the significance value of correlation between Self-Leadership and Innovative Work Behavior was 0.119 with a coefficient of 0.154 which showed no significant relationship between the two variables. While the significance value of the correlation between Proactive Behavior and Innovative Work Behavior is 0.002 with a coefficient of 0.302 which indicates that there is a significant relationship between the two variables.

Keywords: *Self-Leadership, Proactive Behaviour, Innovative Work Behaviour*