

ABSTRAK

Ardelia Ecsita Pramesti, 111611133048, Pengaruh *Psychological Capital* dan *Job Security* terhadap Perilaku Kerja Inovatif pada Perusahaan di Sektor Industri Pariwisata, Skripsi, Fakultas Psikologi Universitas Airlangga, 2020.

79 halaman, 8 lampiran

Tujuan penelitian ini adalah untuk memprediksikan perilaku inovasi melalui psychological capital dan job security karyawan. Hipotesis pada penelitian ini adalah (1) psychological capital berpengaruh terhadap perilaku inovasi; (2) job security berpengaruh terhadap perilaku inovasi; dan (3) psychological capital dan job security secara bersamaan berpengaruh terhadap perilaku inovasi.

Desain penelitian menggunakan survei kuantitatif pada karyawan di perusahaan industri pariwisata. Jumlah subjek penelitian sebanyak 100 orang yang terbagi dalam lima jenis industri pariwisata. Pengumpulan data dilakukan dengan membagikan kuesioner secara langsung dan melalui daring dengan bantuan google form. Skala yang digunakan adalah Psychological Capital Questionnaire, Job Insecurity Scale, dan Innovative Work Behavior Scale. Data dianalisis menggunakan uji regresi berganda dengan bantuan program statistik Jamovi 1.1.9.0.

Hasil penelitian menunjukkan bahwa psychological capital memiliki pengaruh yang positif dan signifikan terhadap perilaku kerja inovatif ($p < 0,05$). Psychological capital mampu memprediksi perilaku inovasi sebesar nilai slope 0,3960. Sedangkan job security memiliki pengaruh yang tidak signifikan terhadap perilaku inovasi ($p > 0,05$) dan mampu memprediksikan perilaku inovasi sebesar nilai slope -0,0863. Ketika dianalisis secara bersamaan, psychological capital dan job security mampu memprediksi perilaku inovatif sebesar 25,7% dan berpengaruh secara signifikan.

Kata Kunci: *Psychological Capital, Job Security, Perilaku Kerja Inovatif, Industri Pariwisata*

ABSTRACT

Ardelia Ecsita Pramesti, 111611133048, The Influences of Psychological Capital and Job Security on Innovative Work Behavior in Tourism Industry Employee, Undergraduate Thesis, Faculty of Psychology Airlangga University, Surabaya, 2020.

79 pages, 8 attachments

This study is to predict innovation behavior through psychological capital and job security for employees. The hypotheses in this study are (1) psychological capital influences innovation behavior; (2) job security influences innovation behavior; and (3) psychological capital and job security simultaneously influence innovation behavior.

The research design uses quantitative surveys on employees in the tourism industry company. The number of research subjects are 100 people divided into five types of tourism industries. Data were collected by distributing questionnaires directly and online with the help of Google form. The scale that being used are the Psychological Capital Questionnaire, Job Insecurity Scale, and Innovative Work Behavior Scale. Data were analyzed using multiple regression tests with the help of the Jamovi statistical program 1.1.9.0.

The results showed that psychological capital had a positive and significant effect on innovative work behavior ($p < 0.05$). Psychological capital is able to predict innovation behavior as much as the slope value of 0.3960. While job security has an insignificant influence on innovation behavior ($p > 0.05$) and is able to predict innovation behavior as much as the slope value of -0.0863. When analyzed simultaneously, psychological capital and job security are able to predict innovative behavior by 25.7% and significantly influence.

Keywords: *Psychological Capital, Job Security, Innovative Work Behavior, Tourism Industry*