

Pengaruh pelatihan self efficacy terhadap optimalisasi self efficacy untuk meningkatkan perilaku inovatif pada engineer dan analyst pt abc = The impact of self efficacy training on optimizing self efficacy to increase innovative behavior on engineers and analysts in pt abc

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Abstrak

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Kuantitas dan kualitas perilaku inovatif engineer dan analyst dalam kompetisi inovasi di PT ABC belum optimal. Oleh karena itu, penelitian ini dilakukan untuk melihat pengaruh self efficacy terhadap perilaku inovatif pada engineer dan analyst PT ABC, dengan menggunakan alat ukur New General Self Efficacy (Chen, Gully, & Eden, 2001) dan Innovative Work Behavior Scale (Janssen, 2000). Responden penelitian ini berjumlah 70 engineer dan analyst dari empat direktorat core business.

Hasil uji regresi menunjukkan self efficacy terbukti signifikan mempengaruhi perilaku inovatif ( $R^2 = 0.45^*$ ,  $p < 0.05$ ). Artinya, peningkatan self efficacy dapat mendorong peningkatan perilaku inovatif. Intervensi dilakukan melalui pelatihan self-efficacy. Uji perbedaan sebelum dan sesudah pelatihan menunjukkan peningkatan yang signifikan pada self-efficacy dan perilaku inovatif pada engineer dan analyst. Dengan demikian, disarankan pelatihan self-efficacy diberikan kepada engineer dan analyst yang memiliki self-efficacy yang rendah dan belum mengikuti pelatihan.

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**ABSTRACT**

Quantity and quality aspects of the innovative behavior in engineer and analyst during the innovation competition which was held by the PT ABC, was not optimal. Therefore, this study aims to determine the effect of self-efficacy on the innovative behavior in engineer and analyst of PT ABC, which used the instrument tools are New General Self-Efficacy (Chen, Gully, & Eden, 2001) and Innovative Work Behavior Scale (Janssen, 2000). The participants of this study are 70 engineers and analysts at the four of main directorates PT ABC. Result of regression analysis indicated that there is a significant effect of self-efficacy on innovative behavior of engineer and analyst at PT ABC ( $R^2 = 0.45$ ,  $p < 0.05$ ).

Those results showed that the enhancement of self efficacy will increase employee's innovative behavior. Then, researcher conducted the intervention by self-efficacy training. Result of the comparison test before and after intervention indicated that there are significant enhancement of self-efficacy and innovative behavior in engineer and analyst after the intervention. Therefore, implication of this study is self efficacy training can be conducted by the company for others engineer and analyst which low self-efficacy and haven't yet get the training.