

# Analisis faktor faktor yang mempengaruhi kreativitas pegawai di Kementerian Desa, Pembangunan Daerah Tertinggal Dan Transmigrasi Republik Indonesia = Analysis of the factors influencing employee creativity in Indonesian Ministry of Villages, Disadvantaged Region And Transmigration

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## Abstrak

### <b>ABSTRAK</b><br>

Penelitian ini menguji pengaruh gaya kepemimpinan ethical leadership terhadap kreativitas pegawai dengan menggunakan variabel leader member exchange, motivasi intrinsik dan pemberdayaan psikologis sebagai variabel mediasi. Pengumpulan data dilakukan pada 296 pegawai di Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi Republik Indonesia. Analisis data dalam penelitian ini menggunakan metode structural equational modeling SEM . Variabel motivasi intrinsik dan pemberdayaan psikologis memediasi secara penuh hubungan gaya kepemimpinan ethical leadership terhadap kreativitas pegawai. Sedangkan variabel leader member exchange tidak memediasi hubungan tersebut. Hasil penelitian menunjukkan bahwa peran motivasi intrinsik dan pemberdayaan psikologis sangat penting untuk meningkatkan kreativitas pegawai dalam bekerja. Kata kunci: ethical leadership, kreativitas pegawai , leader member exchange, motivasi intrinsik, pemberdayaan psikologis.

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### <b>ABSTRACT</b><br>

This study examines the relationship between ethical leadership and employee creativity with mediating role of leader member exchange, intrinsic motivation and psychological empowerment. Data were collected from 296 employees in Indonesian Ministry of Villages, Disadvantaged Region and Transmigration. This reserach used structural equational modeling SEM to analyze the data form responden. Intrinsic motivation and psychological empowerment fully mediated the relationship between ethical leadership and employee creativity. In addition, leader member exchange does not mediate this relationship. The results showed that the role of intrinsic motivation and psychological empowerment are important to improve employee creativity. Keywords ethical leadership, employee creativity, intrinsic motivation, leader member exchange, psychological empowerment