

Pengaruh organisasi pembelajaran terhadap perilaku inovatif dan peran work engagement sebagai mediator studi pada PT Teknologi Global = The influence of learning organization on innovative behavior and the mediating role of work engagement case on PT Teknologi Global

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Abstrak

**ABSTRAK
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Penelitian ini bertujuan untuk mengetahui pengaruh dari Organisasi Pembelajaran dan Work Engagement terhadap Perilaku Inovatif. Selain itu, Work Engagement juga diamati sebagai variabel mediator dalam hubungan antara Organisasi Pembelajaran dengan Perilaku Inovatif. Perilaku Inovatif mengacu pada dimensi dalam Innovative Work Behavior (IWB) oleh Janssen (2000) yaitu Idea Generation, Idea Promotion, dan Idea Realization. Sementara itu, Organisasi Pembelajaran mengacu pada Dimension of Learning Organization Questionnaire (DLOQ) oleh Marsick dan Watkins (2003) yang terdiri dari Continuous Learning, Dialogue & Inquiry, Team Learning, Embedded System, Empowerment, System Connection, dan Provide Leadership. Work Engagement mengacu pada Utrecht Work Engagement Scale (UWES) oleh Schaufeli, Bakker & Salanova (2006) yang terdiri dari Vigor, Dedication, dan Absorption. Data dikumpulkan melalui self reported questionnaire kepada 97 orang karyawan PT Teknologi Global, suatu perusahaan teknologi informasi di Indonesia (bukan nama sebenarnya). Analisis data dilakukan dengan SPSS 23 menggunakan regresi linear dan General Linear Model (GLM). Untuk memperoleh analisis yang lebih komprehensif, dilakukan in-depth interview kepada beberapa pemimpin di PT Teknologi Global sebagai informan. Hasil penelitian menunjukkan pengaruh positif dari Organisasi Pembelajaran dan Work Engagement terhadap Perilaku Inovatif. Selain itu penelitian juga menemukan bahwa Work Engagement memediasi hubungan antara Organisasi Pembelajaran dengan Perilaku Inovatif.

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**ABSTRACT
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This research's purpose is to determine the influence of Learning Organization and Work Engagement to Innovative Behavior. Besides, Work Engagement was also observed as a mediating variable in the relationship between Learning Organization and Innovative Behavior. Innovative Behavior was measured using Innovative Work Behavior (IWB) items by Janssen (2000), consisting of Idea Generation, Idea Promotion, and Idea Realization. Learning Organization was measured using Dimension of Learning Organization Questionnaire (DLOQ) by Marsick and Watkins (2003), consisting of Continuous Learning, Dialogue & Inquiry, Team Learning, Embedded System, Empowerment, System Connection, and Provide Leadership. Work Engagement was measured using Utrecht Work Engagement Scale (UWES) by Schaufeli, Bakker & Salanova (2006), consisting Vigor, Dedication, and Absorption. Data was collected through self-reported questionnaire from 97 employees of PT Teknologi Global, one of Indonesian IT company (not the real name). Data were analyzed with SPSS 23 using linear regression and General Linear Model (GLM). The research result indicated the positive influence of Learning Organization and Work Engagement to Innovative Behavior. To obtain more comprehensive analysis, individual in-depth interviews were conducted with PT Teknologi Global's leaders as informants. The research result indicated the positive

influence of Learning Organization and Work Engagement to Innovative Behavior. Furthermore, the research also found that Work Engagement mediates the relationship between Learning Organization and Innovative Behavior.