

## **Pengaruh Proses Inovasi terhadap Kinerja Inovasi yang Dimediasi oleh Pembelajaran Organisasi = The Influence of Innovation Process on Innovation Performance Mediated by Organizational Learning.**

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### **Abstrak**

Tesis ini dibuat berangkat dari ketertarikan penulis terhadap agenda artikel riset empiris *The Impact of Entrepreneurial Leadership on Innovation Management and Its Measurement Validation* (Fontana dan Musa, 2017). Salah satu temuan yang disampaikan dalam artikel tersebut adalah tidak ada hubungan signifikan antara Proses Inovasi dan Kinerja Inovasi. Riset itu menggarisbawahi peran manajemen inovasi dalam menentukan hubungan positif antara proses dan kinerja inovasi. Penulis bermaksud mengeksplorasi faktor lain yang dapat memediasi hubungan antara Proses Inovasi dan Kinerja Inovasi. Dengan menggunakan metode kuantitatif SEM-PLS, peneliti melakukan survei terhadap 100 pucuk pimpinan dari 60 perusahaan non Keuangan. Hasil penelitian menunjukkan bahwa Pembelajaran Organisasi pada level tim merupakan salah satu faktor yang dapat memediasi hubungan antara Proses Inovasi dan Kinerja Inovasi. Hasil lain yang diperoleh adalah adanya hubungan langsung antara Proses dan Kinerja Inovasi pada perusahaan non Keuangan, sehingga dapat diidentifikasi dengan jelas kontribusi manajemen inovasi terhadap kemampuan daya saing perusahaan.

.....This thesis was made based on the author's interest in the agenda of the empirical research article *The Impact of Entrepreneurial Leadership on Innovation Management and Its Measurement Validation* (Fontana and Musa, 2017). One of the findings presented in the article is that there is no significant relationship between the Innovation Process and Innovation Performance. The research underlines the role of innovation management in determining the positive relationship between innovation processes and performance. The author intends to explore other factor that can mediate the relationship between the Innovation Process and Innovation Performance. Using the SEM-PLS method, researcher conducted a survey of 100 leaders from 60 non financial companies. The results showed that Organizational Learning at the team level is one of the factors that can mediate the relationship between the Innovation Process and Innovation Performance. Another result obtained is the existence of a direct relationship between the Process and Performance of Innovation in non-financial companies, so it can be clearly identified the contribution of innovation management to the company's competitiveness.