

Pengaruh perilaku inovatif terhadap output inovasi karyawan di Indonesia = The effect of innovative behavior on employee innovation outputs

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Abstrak

Penelitian ini meneliti terkait perilaku inovatif 179 karyawan perusahaan yang tersebar diseluruh Indonesia dan Output Inovasi yang dihasilkannya. Pengukuran menggunakan skala pengukuran yang diadaptasi utama dari model Lukes dan Stephan (2017) dengan dimensi variabel independen yakni perilaku inovatif yang dibagi tiga yakni pembuatan ide, pencarian ide, dan pengomunikasian ide, serta variabel dependennya yakni output inovasi. Desain penelitian merupakan riset causal dengan metode Structural Equation Method (SEM) yang diolah menggunakan piranti lunak Lisrel 8.5. Hasil temuan penelitian adalah bahwa pembuatan ide dan pengomunikasian ide secara signifikan berpengaruh positif terhadap output inovasi, namun pencarian ide tidak terbukti signifikan secara statistik. Diskusi lebih lanjut dapat dilihat pada kesimpulan dan saran bagi pemangku kepentingan.

This research examines the innovative behavior of 179 company employees spread throughout Indonesia and the Output of Innovations that they produce. Measurements using the main adapted measurement scale from Lukes (2017) model with the dimensions of independent variables namely innovative behavior which is divided into three namely idea generation, idea search, and idea communication. Innovation Output will serve as the dependent variable. The research design is causal research using the Structural Equation Method (SEM) which is processed using Lisrel 8.5 software. The results of the research findings are that the generation and communication of an ideas significantly had a positive effect on the output of innovation, but idea search did not prove to be statistically significant. Further discussion can be seen in conclusion and suggestions for stakeholders.