

# Analisis Pengaruh Spiritualitas di Tempat Kerja dan Persepsi Dukungan Organisasi Terhadap Perilaku Kerja Inovatif yang Dimediasi oleh Person-Organization Fit (Studi: Karyawan Tokopedia) = Today, organizations are required to be more innovative in facing the changing business environment. The research aims to analyze the effect of workplace spirituality and perceived organizational support on innovative work behavior and person-organization fit

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## Abstrak

Saat ini, organisasi dituntut untuk semakin inovatif dalam menghadapi lingkungan bisnis yang terus berubah. Penelitian ini bertujuan untuk mengetahui pengaruh dari spiritualitas di tempat kerja dan persepsi dukungan organisasi terhadap perilaku kerja inovatif serta peran mediasi dari person-organization fit. Sampel penelitian ini berjumlah 211 karyawan Tokopedia di Jakarta. Data diolah menggunakan metode Structural Equation Modelling (SEM). Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh positif yang signifikan antara spiritualitas di tempat kerja dan person-organization fit terhadap perilaku kerja inovatif. Sedangkan persepsi dukungan organisasi tidak memiliki pengaruh secara signifikan terhadap perilaku kerja inovatif. Oleh karena itu, person-organization fit memediasi sebagian (partial mediation) pengaruh spiritualitas di tempat kerja terhadap perilaku kerja inovatif dan memediasi penuh (full mediation) pengaruh persepsi dukungan organisasi terhadap perilaku kerja inovatif.

.....Today, organizations are required to be more innovative in facing the changing business environment. The research aims to analyze the effect of workplace spirituality and perceived organizational support on innovative work behavior and person-organization fit as a mediator. Method used in this research is Structural Equation Modeling (SEM). Research data were collected 211 employees of Tokopedia in Jakarta. The study result showed that workplace spirituality and person-organization fit have a significant positive effect on innovative work behavior. But, perceived organizational support can not directly effect on innovative work behavior. So, person-organization fit has a role of partial mediation effect of workplace spirituality on innovative work behavior and has a role full mediation effect of perceived organizational support on innovative work behavior.