

Hubungan antara empowering leadership dan kreativitas karyawan: peran creative self-efficacy sebagai mediator dan openness to experience sebagai moderator = The Relationship between empowering leadership and employee creativity: The mediating role of creative self-efficacy and moderating role of openness to experience

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Abstrak

Penelitian ini bertujuan untuk meneliti peran mediasi creative self-efficacy dan moderasi openness to experience pada hubungan antara empowering leadership dan kreativitas karyawan. Mengacu pada saran-saran penelitian sebelumnya, hubungan antara empowering leadership dengan kreativitas karyawan perlu diteliti kembali pada negara-negara dengan budaya kolektivis. Data diambil menggunakan survei daring dari tiga BUMN di Jakarta (N = 161) menggunakan teknik convenience sampling. Data dianalisis menggunakan model 7 (moderated mediation) pada Macro PROCESS dari Hayes pada software SPSS. Hasil penelitian menunjukkan terdapat hubungan tidak langsung antara empowering leadership dengan kreativitas karyawan melalui creative self-efficacy. Hasil analisis juga menunjukkan bahwa openness to experience secara signifikan memoderasi hubungan antara empowering leadership dan creative self-efficacy. Akhirnya, openness to experience secara signifikan memoderasi hubungan tidak langsung antara empowering leadership dan kreativitas karyawan melalui creative self-efficacy. Implikasi praktis dari penelitian ini adalah para manajer di organisasi menampilkan gaya empowering leadership untuk meningkatkan kreativitas karyawan, jika karyawan tidak memiliki tingkat openness to experience yang tinggi.

.....This study aims to investigate the mediating role of creative self-efficacy and moderating role of openness to experience in the relationship between empowering leadership and employee creativity. Referring to prior research suggestions, the relationship between empowering leadership and employee creativity needs to be re-investigated in collectivist culture countries. Data were collected using online survey from 3 state-owned enterprises (BUMN organizations) in Jakarta (N = 161), by employing convenience sampling technique. Data were analyzed using moderated mediation (model 7) on Hayes' PROCESS macro on SPSS software. Results showed that there was an indirect relationship between empowering leadership and employee creativity via creative self-efficacy. Results also showed that openness to experience significantly moderated the relationship between empowering leadership and creative self-efficacy. Finally, openness to experience significantly moderated the indirect relationship between empowering leadership and employee creativity via creative self-efficacy. As a practical implication, this study suggests organizations to consider applying empowering leadership style to increase employee creativity by increasing creative self-efficacy on employees with lower openness to experience