

## **Kepemimpinan partisipatif, motivasi intrinsik, openness to experience, dan kreativitas karyawan: model moderated-mediation = Participative leadership, intrinsic motivation, openness to experience, and employee creativity: A moderated-mediation model**

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### **Abstrak**

Penelitian ini bertujuan untuk mengetahui peran mediasi motivasi intrinsik pada hubungan antara kepemimpinan partisipatif dengan kreativitas karyawan, peran moderasi openness to experience pada hubungan antara motivasi intrinsik dengan kreativitas karyawan, dan peran moderasi openness to experience pada hubungan tidak langsung antara kepemimpinan partisipatif dan kreativitas karyawan melalui motivasi intrinsik. Penelitian dilakukan secara cross-sectional melalui survei daring pada karyawan perusahaan BUMN (N = 169). Analisis data dilakukan dengan menggunakan moderated-mediation model (Model 14) dari Hayes' PROCESS Macro pada program SPSS. Hasil penelitian ini menunjukkan bahwa motivasi intrinsik memediasi hubungan antara kepemimpinan partisipatif dan kreativitas karyawan. Namun demikian openness to experience ditemukan tidak signifikan memoderasi hubungan antara motivasi intrinsik dengan kreativitas karyawan, dan openness to experience juga tidak signifikan memoderasi hubungan tidak langsung antara kepemimpinan partisipatif dan kreativitas karyawan melalui motivasi intrinsik.

.....This current study aims to investigate the mediating role of intrinsic motivation in the relationship between participative leadership and employee creativity, the moderating role of openness to experience in the intrinsic motivation and employee creativity, and the moderating role of openness to experience in the indirect relationship between participative leadership and employee creativity through intrinsic motivation. This study was conducted using a cross-sectional design through an online survey directed at BUMN employees (N = 169). Data analysis was performed using moderated-mediation model (Model 14) of Hayes PROCESS Macro on SPSS software. Results showed that intrinsic motivation mediated the relationship between openness to experiences and employee creativity. However, results showed that openness to experience failed to moderate the relationship between intrinsic motivation and employee creativity, resulting in the nonsignificant findings in the moderating effect of openness to experience in indirect relationship between participative leadership and employee relationship through intrinsic motivation.