

Kajian Terhadap Pengaruh Digital Leadership Terhadap Innovative Work Behavior: Studi Empiris Pada Karyawan Lembaga Publik di Indonesia = A Study of the Effect of Digital Leadership to Innovative Work Behavior: Empirical Study In Public Organization in Indonesia

Simarmata, Ramayana, author

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Abstrak

Manajemen perusahaan diharapkan dapat melakukan strategi-strategi baru secara inovatif, hal ini tentu saja berkaitan erat dengan kepemimpinan digital dapat mempengaruhi iklim dalam lingkungan dan otonomi kerja. Penelitian ini bertujuan untuk melihat dampak digital leadership terhadap innovative work behavior dengan fokus pada peran mediasi climate for initiative dan job autonomy. Penelitian ini menggunakan populasi yaitu karyawan pada Lembaga Publik di Kantor Pusat, Jakarta dengan menggunakan sampel sebanyak 261 responden. Pengujian hipotesis data dalam penelitian ini dilakukan melalui analisis structural equation model (SEM) dengan menggunakan aplikasi LISREL. Hasil penelitian menunjukkan bahwa digital leadership berpengaruh positif dan signifikan terhadap innovative work behavior, digital leadership berpengaruh positif dan signifikan terhadap climate for initiative, climate for initiative berpengaruh positif dan signifikan terhadap innovative work behavior, digital leadership berpengaruh positif dan signifikan terhadap job autonomy. job autonomy berpengaruh positif dan signifikan terhadap innovative work behavior, climate for initiative dapat memediasi hubungan digital leadership dengan innovative work behavior, serta job autonomy dapat memediasi hubungan digital leadership dengan innovative work behavior.

.....Company management is expected to be able to carry out new strategies innovatively, this is of course closely related to digital leadership which can influence the climate in the environment and work autonomy. This research aims to see the impact of digital leadership on innovative work behavior with a focus on the mediating role of climate for initiative and work autonomy. This research uses a population, namely employees at Public Institutions at the Head Office, Jakarta using a sample of 261 respondents. Data hypothesis testing in this research was carried out through structural equation model (SEM) analysis using the LIS application. The research results show that digital leadership has a positive and significant effect on innovative work behavior. Digital leadership has a positive and significant effect on the initiative climate. Initiative climate has a positive and significant effect on innovative work behavior. Digital leadership has a positive and significant effect on work autonomy. Work autonomy has a positive and significant effect on innovative work behavior. Climate for Initiative can mediate the relationship between digital leadership and innovative work behavior. Work autonomy can mediate the relationship between digital leadership and innovative work behavior.