

Analisis pengaruh ethical leadership terhadap innovative work behaviour dengan psychological Well-Being dan perceived organizational support pada karyawan industri IT di Jakarta = Analysis of the influence of ethical leadership on innovative work behavior with psychological Well-Being and perceived organizational support on IT industry employees in Jakarta

Zahrani Ramariezka Fauzie, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920565515&lokasi=lokal>

Abstrak

Dalam era bisnis yang kompetitif saat ini perusahaan perlu menyadari pentingnya perilaku karyawan dalam menentukan keberhasilan perusahaan secara keseluruhan. Upaya untuk mencapai keberhasilan perusahaan tercermin melalui berbagai inisiatif yang bertujuan menginspirasi perilaku kerja inovatif pada karyawan karena keberhasilan perusahaan sangat ditentukan oleh kemampuan mereka dalam berinovasi. Penelitian ini bertujuan untuk menganalisis pengaruh Ethical Leadership terhadap Innovative Work Behaviour melalui mediator Psychological Well-Being dan dengan moderator Perceived Organizational Support di perusahaan industri IT di Jakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik penarikan sampel non-probability sampling. Kualifikasi responden penelitian ini yaitu karyawan tetap generasi Z non-manajerial yang sudah bekerja minimal 1 tahun di perusahaan industri IT di Jakarta dengan total 217 responden. Hasil analisis regresi, uji mediasi, sobel test, dan uji moderasi menunjukkan adanya pengaruh secara parsial dan signifikan dari Psychological Well-Being sebagai mediator dari pengaruh antara Ethical Leadership terhadap Innovative Work Behaviour dan Perceived Organizational Support sebagai moderator dari pengaruh antara Ethical Leadership terhadap Psychological Well-Being di penelitian ini.

.....In today's competitive business era, companies must recognize the importance of employee behavior in determining overall organizational success. Efforts to achieve this success are reflected in various initiatives aimed at inspiring innovative work behavior among employees, as a company's success is heavily influenced by its ability to innovate. This study aims to analyze the influence of Ethical Leadership on Innovative Work Behavior through the mediator of Psychological Well-Being and the moderator of Perceived Organizational Support within IT industry companies in Jakarta. The study employs a quantitative approach with a non-probability sampling technique. The respondents qualified for this study are permanent, non-managerial Generation Z employees who have been working for at least one year in IT companies based in Jakarta, with a total of 217 respondents. The results of regression analysis, mediation testing, Sobel tests, and moderation testing reveal a partial and significant influence of Psychological Well-Being as a mediator in the relationship between Ethical Leadership and Innovative Work Behavior, as well as Perceived Organizational Support as a moderator in the relationship between Ethical Leadership and Psychological Well-Being.