

Peran Otonomi Kerja sebagai Mediator Hubungan antara Kepemimpinan Inklusif dan Perilaku Kerja Inovatif pada Karyawan Generasi Z di Indonesia = The Role of Job Autonomy as a Mediator between Inclusive Leadership and Innovative Work Behavior among Generation Z Employees in Indonesia

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Abstrak

Di tengah dinamika persaingan global, inovasi menjadi faktor krusial bagi keberlangsungan perusahaan. Namun, generasi Z yang mulai mendominasi dunia kerja dan dikenal memiliki karakteristik pendukung inovasi belum menunjukkan perilaku kerja inovatif yang diharapkan. Penelitian ini bertujuan untuk menguji peran otonomi kerja dalam memediasi hubungan antara kepemimpinan inklusif dan perilaku kerja inovatif pada karyawan generasi Z. Sebanyak 220 karyawan generasi Z dari berbagai perusahaan atau institusi di Indonesia yang telah bekerja minimal satu tahun diperoleh melalui metode convenience sampling. Alat ukur yang digunakan meliputi Innovative Work Behavior Scale, Inclusive Leadership Scale, dan NOVA-WEB Survey. Analisis regresi mediasi dengan PROCESS Macro SPSS versi 30 menunjukkan bahwa kepemimpinan inklusif berpengaruh positif dan signifikan terhadap perilaku kerja inovatif karyawan generasi Z, dengan otonomi kerja sebagai mediator parsial. Oleh karena itu, perusahaan dapat mendorong perilaku kerja inovatif karyawan generasi Z melalui pemberian ruang bagi karyawan untuk bekerja secara mandiri dan pelatihan kepemimpinan inklusif.

.....In the midst of global competition, innovation has become a crucial factor for the sustainability of companies. However, generation Z, which is beginning to dominate the workforce and possesses characteristics that support innovation, has not yet demonstrated the expected innovative work behaviors. This study aims to examine the role of job autonomy in mediating the relationship between inclusive leadership and innovative work behavior among generation Z employees. A total of 220 generation Z employees from various companies or institutions in Indonesia, who have been employed for at least one year, were selected using convenience sampling. The measurement instruments used included Innovative Work Behavior Scale, Inclusive Leadership Scale, and NOVA-WEB Survey. Mediation regression analysis using PROCESS Macro for SPSS version 30 showed that inclusive leadership has a positive and significant effect on innovative work behavior among generation Z employees, with job autonomy acting as a partial mediator. Therefore, companies can foster innovative work behavior among Generation Z employees by providing greater autonomy in their work and offering inclusive leadership training.