

PENGARUH KERAGAMAN *SURFACE LEVEL*, *DEEP LEVEL* DAN FUNGSIONAL TERHADAP INOVASI TIM: PERAN MODERASI KAPABILITAS KOLABORASI

Ravi Adams

Program Magister Sains Manajemen
Fakultas Ekonomika dan Bisnis Universitas Gadjah Mada

Intisari

Penelitian ini bertujuan untuk menguji pengaruh keragaman *surface level*, keragaman *deep* dan keragaman fungsional terhadap inovasi. Penelitian ini juga bertujuan untuk menguji pengaruh moderasi kapabilitas kolaborasi pada keragaman *surface level*, keragaman *deep*, keragaman fungsional dan inovasi tim. Penelitian ini dilakukan pada 38 tim kreatif lembaga penyiaran radio dan televisi di Yogyakarta, Provinsi Daerah Istimewa Yogyakarta. Hasil temuan penelitian menunjukkan bahwa keragaman *surface level* berpengaruh negatif signifikan pada inovasi tim, Keragaman *deep level* berpengaruh negatif signifikan pada inovasi tim. Keragaman fungsional berpengaruh positif signifikan pada inovasi tim. Temuan penelitian juga menunjukkan bahwa kapabilitas kolaborasi memiliki pengaruh moderasi secara positif signifikan pada keragaman *surface level* dan inovasi tim. Namun, kapabilitas kolaborasi tidak signifikan memoderasi pada keragaman *deep* dan keragaman fungsional terhadap inovasi tim.

Kata kunci: Inovasi tim, kapabilitas kolaborasi, keragaman *surface level*, keragaman *deep level* dan keragaman fungsional.

THE EFFECTS OF SURFACE-LEVEL DIVERSITY, DEEP-LEVEL DIVERSITY, AND FUNCTIONAL-LEVEL DIVERSITY ON TEAM INNOVATION: THE MODERATION ROLE OF COLLABORATIVE CAPABILITY

Ravi Adams

Master of Science in Management Program
Faculty of Economics and Business Universitas Gadjah Mada

Abstract

This study aims to examine the effect of surface-level team diversity, deep-level team diversity and functional-level team diversity on team innovation. The study also aims to examine the effect of collaboration capability as a moderation on and team innovation. This research was conducted on 38 creative teams of radio and television broadcasting institutions in Yogyakarta, Province of Yogyakarta. The results show that surface-level team diversity has a significant negative effect on team innovation. Deep-level team diversity has a significant negative effect on team innovation. Functional-level team diversity has a significant positive effect on team innovation. The study also show that collaboration capability significantly and positively moderates the relationship between surface-level team diversity and innovation. However, the results indicated that there is no moderation effect of collaboration capability on the relationship between deep-level diversity and team innovation as well as the relationship between functional-level diversity and team innovation.

Keywords: team innovation, collaboration capability, surface-level team diversity, deep-level team diversity and functional-level team diversity.