

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh persepsi budaya organisasional terhadap perilaku kerja inovatif dan peran moderasi keadilan imbalan kinerja berdasarkan keadilan organisasi terhadap hubungan antara persepsi budaya organisasional dan perilaku kerja inovatif di sektor publik. Penelitian menggunakan metode kuantitatif dan pengumpulan data dilakukan dengan metode survei. Sebanyak 370 kuesioner disebarikan kepada pegawai negeri sipil di Pemerintah Daerah Istimewa Yogyakarta. Responden ditentukan bagi pegawai yang berstatus sebagai pegawai negeri sipil dengan masa kerja minimal 2 tahun. Sampel akhir yang digunakan untuk analisis terdiri dari 273 data responden. Hipotesis penelitian diuji dengan menggunakan analisis regresi hirarkis (Aiken dan West, 1991). Hasil penelitian menemukan bahwa persepsi budaya organisasional berpengaruh positif terhadap perilaku kerja inovatif, sedangkan keadilan imbalan kinerja tidak berpengaruh positif terhadap perilaku kerja inovatif. Persepsi budaya organisasional berpengaruh positif terhadap keadilan imbalan kinerja. Penelitian ini juga mengkonfirmasi bahwa keadilan imbalan kinerja tidak memperkuat hubungan antara persepsi budaya organisasional dan perilaku kerja inovatif.

Kata kunci : Perilaku Kerja Inovatif, Persepsi Budaya Organisasional, Keadilan Imbalan Kinerja, Keadilan Organisasi

ABSTRACT

This study aims to test the effect of perceived organizational culture on innovative work behavior and the moderating role of rewards fairness based on organizational justice on the relationship between perceived organizational culture and innovative work behavior in the public sector. The research was conducted with quantitative research and data collection using survey method. A total of 370 sets of questionnaires were distributed to civil servants in Provincial Government of Yogyakarta. Respondents are those who have status as civil servants with minimum work period is 2 years. The final sample used for analysis consisted of 273 data responses. The study's hypotheses were tested using the multiple hierarchical regression analysis (Aiken dan West, 1991). The result of this study found that perceived organizational culture has a positively effect on innovative work behavior, whereas rewards fairness doesn't. Furthermore, perceived organizational culture has a positively effect on rewards fairness. This study also confirmed that rewards fairness has no effect on strengthening the relationship between perceived organizational culture and innovative work behavior.

Keyword : *Innovative Work Behavior, Perceived Organizational Culture, Rewards Fairness, Organizational Justice*