

INTISARI

Sejak tahun 2021, Kanwil Direktorat Jenderal Perbendaharaan (DJPb) mendapatkan amanah dari Menteri Keuangan sebagai *Regional Chief Economist* (RCE). RCE bertugas untuk melakukan penelitian dan analisis untuk mengkaji dampak pelaksanaan APBN terhadap pertumbuhan ekonomi, penanggulangan kemiskinan, pengangguran, dan kesenjangan di tingkat wilayah. RCE diperlukan dalam rangka penguatan peran Kemenkeu di daerah. Namun, penambahan peran Kanwil DJPb sebagai RCE belum dianggap sebagai dorongan bagi para pegawai di Kanwil DJPb untuk memunculkan ide kreatif dan inovatif. Inovasi-inovasi yang ada masih berkutat pada inovasi administratif yang hasilnya tidak berkaitan langsung dalam mendukung peran tambahan Kanwil DJPb sebagai RCE.

Sebuah penelitian dari Clarke dan Higgs (2020) menemukan bahwa kelebihan peran berpengaruh langsung secara positif terhadap perilaku kerja inovatif dan dukungan organisasional persepsian memediasi pengaruh kelebihan peran terhadap perilaku kerja inovatif. Penelitian ini menguji dampak kelebihan peran terhadap munculnya perilaku kerja yang inovatif di Kanwil DJPb. Penelitian ini juga akan melihat pengaruh dari dukungan organisasional persepsian sebagai mediator dalam hubungan kelebihan peran dengan perilaku kerja inovatif di Kanwil DJPb.

Penelitian dilakukan secara kuantitatif dengan metode pengumpulan data dari kuesioner yang dibagikan secara daring kepada para pegawai Kanwil DJPb. Jumlah data yang berhasil dikumpulkan dan diolah sebanyak 159 responden. Kemudian dilakukan pengujian dengan menggunakan metode PLS-SEM melalui perangkat lunak SmartPLS. Hasil penelitian menunjukkan bahwa kelebihan peran tidak berpengaruh langsung secara signifikan terhadap perilaku kerja inovatif. Adapun dukungan organisasional persepsian terbukti memediasi penuh pengaruh kelebihan peran terhadap perilaku kerja inovatif pada Kanwil DJPb.

Kata kunci: dukungan organisasional persepsian, kelebihan peran, perilaku kerja inovatif

ABSTRACT

Since 2021, the Directorate General of Treasury (DJPb) Regional Office has received a mandate from the Minister of Finance as Regional Chief Economist (RCE). RCE is tasked with conducting research and analysis to examine the impact of APBN implementation on economic growth, overcoming poverty, unemployment and disparities at the regional level. RCE is needed in order to strengthen the role of the Ministry of Finance in the regions. However, the addition of the role of the DJPb Regional Office as RCE has not been considered as an encouragement for employees at the DJPb Regional Office to come up with creative and innovative ideas. Existing innovations still revolve around administrative innovations whose results are not directly related to supporting the additional role of the DJPb Regional Office as RCE.

A study from Clarke and Higgs (2020) found that role overload has a direct positive effect on innovative work behavior and that perceived organizational support mediates the effect of role overload on innovative work behavior. This research examines the impact of role overload on the emergence of innovative work behavior at the DJPb Regional Office. This research will also look at the influence of perceived organizational support as a mediator in the relationship between role overload and innovative work behavior at the DJPb Regional Office.

The research was carried out quantitatively using data collection methods from questionnaires distributed online to DJPb Regional Office employees. The amount of data collected and processed was 159 respondents. The testing was carried out using the PLS-SEM method via SmartPLS software. The research results show that role overload does not have a significant direct effect on innovative work behavior. Meanwhile, perceived organizational support is proven to fully mediate the influence of role overload on innovative work behavior at the DJPb Regional Office.

Key words: innovative work behavior, perceived organizational support, role overload