

ABSTRAK

Perilaku kerja inovatif diperlukan oleh organisasi untuk memicu keberhasilan organisasi. Tujuan dari penelitian ini adalah menguji pengaruh kepemimpinan transformasional terhadap perilaku kerja inovatif, serta peran mediasi motivasi untuk belajar terhadap hubungan antara kepemimpinan transformasional dan perilaku kerja inovatif.

Penelitian ini merupakan penelitian kuantitatif dengan pendekatan studi *cross-sectional*. Kuesioner disebarakan secara daring melalui aplikasi pesan singkat dan media sosial kepada kelompok pekerja Generasi Z di Indonesia. Data terkumpul dari pekerja Generasi Z di Indonesia dengan jumlah sebanyak 357. Data tersebut diolah memakai *software* SmartPLS menggunakan teknik *structural equation model* (SEM) PLS, yang terdiri dari dua tahapan analisis, yaitu uji model pengukuran (*outer model*) dan uji model struktural (*inner model*). Uji model pengukuran meliputi uji validitas dan uji reliabilitas. Sementara itu, uji model struktural, yang dilakukan menggunakan prosedur *bootstrapping*, meliputi uji pengaruh langsung dan uji pengaruh tidak langsung.

Berdasarkan hasil analisis data, kepemimpinan transformasional secara positif memengaruhi perilaku kerja inovatif. Analisis lebih lanjut menunjukkan motivasi untuk belajar secara positif memediasi parsial pengaruh kepemimpinan transformasional terhadap perilaku kerja inovatif. Hasil penelitian ini menunjukkan bahwa kepemimpinan transformasional di kalangan manajer penting untuk meningkatkan perilaku kerja inovatif karyawan. Hasil penelitian ini berkontribusi pada literatur mengenai perilaku kerja inovatif, sehingga dapat menjadi acuan bagi penelitian selanjutnya, serta memberikan wawasan bagi praktisi untuk menerapkan gaya kepemimpinan transformasional guna meningkatkan perilaku kerja inovatif karyawan.

Kata kunci: Generasi Z, Kepemimpinan Transformasional, Motivasi untuk Belajar, Perilaku Kerja Inovatif

ABSTRACT

Innovative work behavior is needed by organizations to make organizations succeed. The aim of this research is to examine the influence of transformational leadership on innovative work behavior, as well as the mediating role of motivation to learn on the link between transformational leadership and innovative work behavior.

This research is a quantitative research with a cross-sectional study approach. A questionnaire was distributed using short messaging applications and social media to Generation Z workforce in Indonesia. Data were collected from 357 Generation Z workforce in Indonesia. The data were processed using SmartPLS software using the PLS Equation Model (SEM) structural technique, which consists of two analysis stages, namely measurement model testing (outer model) and structural model testing (inner model). The measurement model test includes validity testing and reliability testing. Meanwhile, the structural model test, which was carried out using a bootstrapping procedure, includes direct effect test and indirect effect test. Based on the results of the data analysis, transformational leadership positively influences innovative work behavior. Further analysis shows that motivation to learn positively partially mediates the influence of transformational leadership on innovative work behavior. The results of this research indicate that transformational leadership among managers is important for increasing employees' innovative work behavior. The results of this research contribute to innovative work behavior literatures, so that it could be a reference for future research, as well as provide insight for practitioners to use transformational leadership style to increase employees' innovative work behavior.

Keywords: Generation Z, Innovative Work Behavior, Motivation to Learn, Transformational Leadership