

Peran *Workforce Agility* dalam Hubungan Otonomi Kerja dan Perilaku Kerja Inovatif

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Abstrak. Studi ini menguji model dimana *workforce agility* merupakan moderasi dari hubungan antara otonomi kerja dan perilaku kerja inovatif. Meskipun telah banyak penelitian mengenai perilaku kerja inovatif, masih sangat sedikit penelitian yang menguji ketiga variabel ini dengan mempertimbangkan desain kerja dan kemampuan pekerja secara bersamaan. Studi terhadap 159 karyawan di suatu grup manajemen perusahaan dilakukan melalui survei skala, sehingga ditemukan hasil analisis PLS-SEM bahwa *workforce agility* bukanlah variabel moderasi antara otonomi kerja dan perilaku kerja inovatif, namun menunjukkan peran signifikan sebagai variabel independen pada model regresi linier berganda. Temuan ini menunjukkan bahwa organisasi dapat mendesain otonomi kerja, baik pada karyawan dengan level *agility* rendah maupun tinggi, sekaligus mendorong peningkatan *agility* untuk mengoptimalkan perilaku kerja inovatif. Diskusi dan implikasi terhadap teori dan lingkup praktis beserta kesempatan penelitian di kemudian hari didiskusikan di area ini.

Kata kunci: otonomi kerja, perilaku kerja inovatif, *workforce agility*

Abstract. *This study examines a model in which workforce agility is a moderation of the relationship between job autonomy and innovative work behavior. Although there have been many studies on innovative work behavior, very few studies have tested these three variables by considering work design and worker abilities simultaneously. The study of 159 employees in a management of group companies was conducted through a scale survey, resulting of the PLS-SEM analysis found that workforce agility is not a moderator between job autonomy and innovative work behavior, but shows a significant role as an independent variable in multiple regression linear. These findings indicate that organizations can design job autonomy, both for employees with low and high agility levels, as well as upgrading workforce agility levels to produce innovative work behavior. Discussion and implications for*



theory and practical scope as well as future research opportunities are discussed in this area.

Keywords: *innovative work behavior, job autonomy, workforce agility*