

PERAN PERSEPSI DUKUNGAN ORGANISASI DAN *THRIVING AT WORK* TERHADAP PERILAKU KERJA INOVATIF KARYAWAN

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ABSTRAK

Perubahan serta persaingan global menuntut organisasi untuk cepat beradaptasi dan berinovasi agar tetap bertahan dan memiliki keunggulan kompetitif. Perilaku inovatif karyawan menjadi keterampilan kerja yang paling dibutuhkan dalam industri saat ini. Perilaku kerja inovatif dapat ditingkatkan dengan adanya dukungan dari organisasi, sehingga karyawan dapat memastikan idenya diterima dan diterapkan dalam lingkungan pekerjaan. Selain dukungan organisasi, diperlukan adanya gairah dan keinginan karyawan untuk mengembangkan diri. Karyawan yang mengalami *thriving at work* akan melakukan pembelajaran dan hal tersebut mendorong proses inovasi di lingkungan kerja, serta energi yang muncul ketika karyawan dalam keadaan *thriving* akan membawa karyawan mengeksplorasi prosedur kerja baru sehingga dapat membuat ide pengembangan inovatif. Tujuan dari studi kuantitatif ini adalah untuk mengetahui peran persepsi dukungan organisasi dan *thriving at work* terhadap perilaku kerja inovatif karyawan di Indonesia. Studi ini menggunakan desain penelitian *cross-sectional survey*, dan teknik *purposive sampling*. Penelitian ini melibatkan 157 karyawan berusia 21 - 56 tahun dan sudah bekerja minimal 1 tahun. Peran persepsi dukungan organisasi dan *thriving at work* terhadap perilaku kerja inovatif karyawan dianalisis menggunakan model regresi linier berganda. Dari hasil penelitian ini diketahui bahwa persepsi dukungan organisasi serta *thriving at work* berhubungan signifikan terhadap perilaku kerja inovatif.

Kata Kunci: *Perilaku kerja inovatif, persepsi dukungan organisasi, thriving at work*

ABSTRACT

Global changes and competition require organizations to quickly adapt and innovate to survive and have a competitive advantage. Employee innovative behavior is the most needed work skill in today's industry. Innovative work behavior can be improved with support from the organization so that employee innovation can be accepted and implemented in the work environment. In addition to organizational support, employees need passion and the desire to develop themselves. Employees who experience thriving at work will learn then this encourages the innovation process in the work environment, and the energy that arises when employees are in a state of thriving will lead employees to explore new work procedures so that they can create innovative development ideas. The purpose of this quantitative study is to determine the role of perceived organizational support and thriving at work on employee innovative work behavior in Indonesia. This study used a cross-sectional survey research design, and use a purposive sampling technique. 157 employees between the ages of 21 and 56 who have worked for at least a year served as the study's subjects. Multiple linear regression analysis were used to examine the impact of perceived organizational support and thriving at work on innovative work behavior among employees. The findings of the analysis indicate that thriving at work and perceived organizational support have a significant impact on employees' innovative work behavior.

Keywords: Innovative work behavior, perceived organizational support, thriving at work