

Peran *Perceived Supervisor Support* terhadap *Innovative Work Behavior* yang dimediasi oleh *Psychological Safety* pada karyawan Generasi Z

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Abstrak. Perubahan komposisi tenaga kerja menunjukkan bahwa Generasi Z semakin mendominasi dunia kerja dan membawa potensi besar dalam inovasi. Namun, potensi tersebut tidak selalu teraktualisasi menjadi perilaku kerja inovatif tanpa adanya dukungan dan kondisi psikologis yang memadai. Penelitian ini bertujuan menganalisis pengaruh *Perceived Supervisor Support* terhadap *Innovative Work Behavior* dengan *Psychological Safety* sebagai variabel mediator pada karyawan Generasi Z. Partisipan penelitian terdiri atas 206 karyawan Generasi Z yang bekerja di berbagai sektor organisasi di Indonesia. Data dikumpulkan menggunakan kuesioner yang mencakup Skala *Perceived Supervisor Support*, Skala *Psychological Safety*, dan Skala *Innovative Work Behavior* yang telah dimodifikasi oleh peneliti sebelumnya. Pengujian data dengan SEM-PLS mengungkapkan bahwa *Perceived Supervisor Support* berhubungan positif dan signifikan dengan *Innovative Work Behavior*. Selain itu, *Psychological Safety* terbukti memediasi secara parsial hubungan antara *Perceived Supervisor Support* dan *Innovative Work Behavior*. Temuan ini memberikan kontribusi teoretis dalam memperkaya kajian mengenai perilaku kerja inovatif dengan menekankan peran dukungan supervisor dan rasa aman psikologis pada karyawan Generasi Z, serta memberikan implikasi praktis bagi organisasi dalam merancang praktik supervisi yang mendukung terciptanya lingkungan kerja yang aman dan inovatif.

Kata kunci: *Perceived Supervisor Support, Innovative Work Behavior, Psychological Safety*

Abstract. *Changes in workforce composition indicate that Generation Z is increasingly dominating the workplace and bringing substantial potential for innovation. However, this potential does not always translate into Innovative Work Behavior without adequate support and psychological conditions. This study aims to examine the effect of Perceived Supervisor Support on Innovative Work Behavior, with Psychological Safety serving as a mediating variable among Generation Z employees. The participants consisted of 206 Generation Z employees working across various organizational sectors in Indonesia. Data were collected using questionnaires that included the Perceived Supervisor Support Scale, the Psychological Safety Scale, and the Innovative Work Behavior Scale adapted from previous studies. Data analysis using SEM-PLS revealed that Perceived Supervisor Support has a positive and significant relationship with Innovative Work Behavior. Furthermore, Psychological Safety was found to partially mediate the relationship between Perceived Supervisor Support and Innovative Work Behavior. These findings contribute theoretically to the*

literature on Innovative Work Behavior by highlighting the role of supervisor support and Psychological Safety among Generation Z employees, and they offer practical implications for organizations in designing supervisory practices that foster a psychologically safe and innovative work environment.

Keyword: *Perceived Supervisor Support, Innovative Work Behavior, Psychological Safety*