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Kerja Inovatif Karyawan Startup

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## Peran *Psychological Capital*, *Leader Member Exchange*, dan *Person Organization Fit* terhadap Perilaku Kerja Inovatif Karyawan Startup

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**Abstract.** *Indonesia is one of the country that has most numerous startup companies. Those amounts of startup companies are not supported with the balance of innovation level Based on several researches, innovation is one of for startup-companies. Lack of innovation can cause fatality for startup companies. The aim of this research is to test the role of psychological capital, leader member exchange, and person organization fit towards innovative work behavior to startup employees. The hypothesis which is proposed is that psychological capital and leader member exchange, collectively improve innovative work behavior among startup employees. Result of the data analysis of total 141 respondents showed that psychological capital and leader member exchange collectively improve innovative work behavior, but person organization fit can't improve innovative work behavior. Psychological capital was the most predictor that improve innovative work behavior. There were difference of innovative work behavior in term of education level. Employees with higher level education showed more innovative work behavior.*

**Keywords:** *Innovative Work Behaviour; Leader Member Exchange; Person Organization Fit; Psychological Capital; Startup*

**Abstrak.** Indonesia merupakan salah satu negara dengan jumlah startup terbesar di dunia, namun besarnya jumlah startup belum diimbangi dengan tingkat inovasi. Berdasar beberapa penelitian, inovasi merupakan kunci keberhasilan bagi startup. Kurangnya inovasi dapat menyebabkan risiko kematian pada startup. Untuk itu, penting bagi startup untuk meningkatkan perilaku kerja inovatif pada karyawan. Hipotesis dalam penelitian ini adalah *psychological capital*, *leader member exchange* dan *psychological capital* secara bersama-sama berperan terhadap perilaku kerja inovatif karyawan startup. Penelitian ini bertujuan untuk menguji peran *psychological capital*, *leader member exchnage*, dan *person organization fit* terhadap perilaku kerja inovatif karyawan startup. Hanya *psychological capital* dan *leader member exchange* yang memiliki peran terhadap perilaku kerja inovatif pada karyawan startup. Sementara *person organization fit* tidak dapat memprediksi perilaku kerja inovatif. *Psychological capital* merupakan prediktor yang paling berperan terhadap perilaku kerja inovatif. Selain itu, ada perbedaan perilaku kerja inovatif dari ditinjau dari tingkat pendidikan. Karyawan dengan tingkat pendidikan yang lebih tinggi menunjukkan perilaku kerja yang lebih inovatif.

**Keywords:** *Interaksi Atasan Bawahan; Kesesuaian Individu Organisasi; Modal Psikologis; Perilaku Kerja Inovatif; Startup*