Abstract

The aim of this study is to examine the positive effect of: team innovation speed to 4.0 organizational performance, 4.0 leadership effectiveness to 4.0 organizational performance, 4.0 leadership effectiveness to team innovation speed, leader-member empowering interaction to team innovation speed and openness to millennial employee style to 4.0 leadership effectiveness. This research is focused on a number of aspects such as organizational performance, leadership effectiveness, interaction between leaders and followers, openness to millennial generation and speed of team innovation. Researcher do conceptual development to build the leadership effectiveness variable 4.0, leader-member empowering interaction, openness to millennial style, and 4.0 organizational performance, in addition to the variable team innovation speed which is quite well established in the literature. Target population of the research is organization/companies with manufacturing/production facilities in Indonesia, especially in Jakarta, Tangerang, Bogor, Bekasi and Karawang region. Several hypotheses are put forward in the proposed model. Unit analysis of this research is organizations/companies. Data collected via questionnaire filled up by representative of the company; PIC of HRD. The sample is determined using five times rule, producing a total sample of 130 companies from minimum 115 sample sizes. Data analysis uses PLS-SEM software SmartPLS v.3.2.9. This research find evidence that 4.0 leadership effectiveness, rather than leader-member empowerment interaction, facilitated team innovation speed to improve 4.0 organizational performance by strategically managing inputs from millennials employees and other generation workers. 4.0 leadership effectiveness and team innovation speed have positive effects on 4.0 organizational performance. Also found that openness to millennials style predicted 4.0 leadership effectiveness. Lastly, it was found leader member empowerment interaction (LMEI$^{®}$) is only could well fit into small Team. Several theoretical and practical implications are discussed.

Keyword: industry 4.0, leader-member empowering interaction (LMEI$^{®}$), openness to millennial employee style (OMES), 4.0 leadership effectiveness (4.0LE), team innovation speed (TIS), 4.0 organizational performance (4.0OP)