

ABSTRACT

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THE EFFECT OF PSYCHOLOGICAL CAPITAL, PERCEIVED ORGANIZATION SUPPORT, AND JOB EMBEDDEDNESS ON INNOVATIVE WORK BEHAVIOR IN XYZ UNIVERSITY GADING SERPONG TANGERANG.

(xv + 141 pages; 18 figures; 18 table; 16 appendices)

The *Covid-19* pandemic conditions provide a real example to the education world of the importance of technology and mastery innovative things so the learning process can continue to develop. Innovative work behavior is the process of introducing, planning, developing, realizing, and modifying new ideas continuously. Innovative work behavior is important for educators to be able to keep up with the times in the midst of educational needs and demands that keep changing. Educators need to ensure that the learning methods will continue to evolve and relevant with the student needs. This study aims to determine the effect of psychological capital, perceived organization support and job embeddedness on innovative work behavior at XYZ University in Gading Serpong, Tangerang. Questionnaires were used to collect data from 64 educators and education staff. This research is quantitative research using a path analysis design. The results of the study indicate that psychological capital positively significant affect innovative work behavior, meanwhile perceived organization support and job embeddedness positively nonsignificant affect to innovative work behavior. In addition, psychological capital and perceived organization support have a positive nonsignificant effect on innovative work behavior through job embeddedness.

Keywords: psychological capital, perceived organization support, job embeddedness, innovative work behavior.

References : 106 (1986-2021)

ABSTRAK

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PENGARUH *PSYCHOLOGICAL CAPITAL*, *PERCEIVED ORGANIZATION SUPPORT*, DAN *JOB EMBEDDEDNESS* TERHADAP *INNOVATIVE WORK BEHAVIOR* DI UNIVERSITAS XYZ GADING SERPONG TANGERANG.

(xv + 141 halaman; 18 gambar; 18 tabel; 16 lampiran)

Kondisi pandemi *Covid-19* memberikan contoh nyata bagi dunia pendidikan akan pentingnya teknologi dan penguasaan hal-hal baru yang bersifat inovatif sehingga proses pembelajaran dapat terus berkembang, *Innovative work behavior* adalah proses pengenalan, perencanaan, pengembangan, realisasi dan modifikasi gagasan baru secara terus menerus yang memberikan manfaat pada performa kinerja. *Innovative work behavior* penting bagi pendidik agar dapat mengikuti perkembangan zaman di tengah kebutuhan dan tuntutan pendidikan yang terus berubah. Pendidik perlu memastikan metode pembelajaran yang digunakan akan terus berkembang dan relevan. Penelitian ini bertujuan untuk melihat pengaruh dari *psychological capital*, *perceived organization support* dan *job embeddedness* terhadap *innovative work behavior* di Universitas XYZ Gading Serpong Tangerang. Penyebaran kuesioner digunakan untuk memperoleh data dari 64 pendidik dan tenaga kependidikan lainnya di universitas tersebut. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan desain analisis jalur. Hasil dari penelitian menunjukkan bahwa *psychological capital* secara signifikan memberikan pengaruh positif terhadap *innovative work behavior*, sementara *perceived organization support* dan *job embeddedness* mempengaruhi *innovative work behavior* secara positif namun nonsignifikan. Hasil lainnya adalah *psychological capital* dan *perceived organization support* berpengaruh positif non signifikan terhadap *innovative behavior* melalui *job embeddedness*.

Kata Kunci: *psychological capital*, *perceived organization support*, *job embeddedness*, *innovative work behavior*.

Referensi : 106 (1986-2021)