

ABSTRACT

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“THE EFFECT OF DIGITAL TRANSFORMATIONAL LEADERSHIP AND CREATIVE SELF-EFFICACY ON INNOVATIVE BEHAVIOUR WITH PERCEIVED ORGANIZATIONAL SUPPORT AS A MEDIATOR AT THE XYZ SCHOOL”

(xviii + 147 pages; 14 figures; 41 tables; 8 appendices)

The Covid-19 pandemic crisis creates many hardships in organizations and unlocks numerous opportunities for organizational growth. Innovation is an essential aspect of creating a sustainable future, and it depends on the individual innovative behaviour in the organization. Although there are many opportunities to innovate, not all schools can accomplish it. School leaders are expected to overcome gaps in digitizing school systems and learning processes. This study aims to measure the positive effect of digital transformational leadership and creative self-efficacy on innovative behaviour with perceived organizational support as a mediator. The 25 items of the questionnaire were distributed to 104 teachers and employees at a XYZ school in Tangerang. Data were processed and analyzed using PLS-SEM method. The results indicated that digital transformational leadership and creative self-efficacy positively affected innovative behaviour. The results also show that perceived organizational support as a mediating variable positively affects innovative behaviour.

Keywords: *Innovation, Digital transformational Leadership, Creative Self-Efficacy, Perceived Organizational Support, Innovative Behaviour*

Reference: 95 (1947 – 2022)

ABSTRAK

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“PENGARUH *DIGITAL TRANSFORMATIONAL LEADERSHIP* DAN *CREATIVE SELF-EFFICACY* TERHADAP *INNOVATIVE BEHAVIOUR* DENGAN MEDIASI *PERCEIVED ORGANIZATIONAL SUPPORT* DI SEKOLAH XYZ”

(xviii + 147 halaman: 14 gambar; 41 tabel; 8 lampiran)

Krisis pandemi Covid-19 menciptakan banyak kesulitan dalam organisasi dan membuka banyak peluang untuk pertumbuhan organisasi. Inovasi merupakan aspek penting dalam menciptakan masa depan yang berkelanjutan, dan inovasi tergantung pada perilaku inovatif individu dalam organisasi. Meskipun ada banyak peluang untuk berinovasi, tidak semua sekolah dapat mewujudkannya. Pemimpin sekolah diharapkan dapat mengatasi kesenjangan dalam digitalisasi sistem sekolah dan proses pembelajaran. Penelitian ini bertujuan untuk mengukur pengaruh *digital transformational leadership* dan *creative self-efficacy* terhadap *innovative behaviour* dengan mediasi *perceived organizational support*. Kuesioner dengan 25 item pernyataan disebarikan kepada 104 orang guru dan karyawan di sekolah XYZ di Tangerang. Data diolah dan dianalisis menggunakan metode PLS-SEM. Hasil penelitian menunjukkan bahwa *digital transformational leadership* dan *creative self-efficacy* berpengaruh secara positif terhadap *innovative behaviour*. Hasil penelitian juga menunjukkan bahwa *perceived organizational support* sebagai variabel mediasi juga berpengaruh secara positif terhadap *innovative behaviour*.

Kata Kunci: Inovasi, *Digital Transformational Leadership*, *Creative Self-Efficacy*, *Perceived Organizational Support*, *Innovative Behaviour*

Referensi: 95 (1947 – 2022)