

ABSTRAK

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ANALISIS EMPOWERING LEADERSHIP, WORK GROUP COHESIVENESS, INDIVIDUAL LEARNING ORIENTATION DAN INDIVIDUAL BEHAVIOR PADA KARYAWAN HOTEL X DI JAKARTA SELATAN

(xiv + 155 halaman; 7 gambar; 26 tabel; 9 lampiran)

Penelitian ini bertujuan untuk menganalisis *empowering leadership*, *work group cohesiveness*, *individual learning orientation* dan *individual innovative behavior* pada karyawan Hotel X di Jakarta Selatan. Penelitian ini menggunakan pendekatan penelitian kuantitatif dimana data dikumpulkan melalui kuesioner elektronik Google Forms. Penelitian ini dilakukan di Indonesia dan mengambil responden di Jakarta. Data dianalisis menggunakan *outer model* dan *inner model* menggunakan Smart-PLS 3.2.9. *outer model* terdiri dari uji validitas dan reliabilitas, sedangkan *inner model* menguji *goodness of fit test*, *common method bias*, *r-square*, *predictive relevance*, *t statistik*, dan *p-value*. Selanjutnya dilakukan pemodelan persamaan struktural untuk menguji hubungan konstruk dalam kerangka teoritis penelitian ini. Hasil penelitian menghasilkan sembilan hipotesis semuanya diterima. Baik secara langsung maupun tidak langsung. Hubungan variabel *Empowering leadership*, *Work group cohesiveness*, *individual learning orientation* terhadap *individual innovative behavior* ditemukan signifikan dan positif. Akhirnya, penelitian ini memberikan kontribusi tidak hanya untuk teoritis tetapi juga untuk manajerial agar dapat memberikan peluang yang baik bagi karyawan untuk dapat meningkatkan perilaku inovatif dirinya.

Kata kunci: *empowering leadership*, *work group cohesiveness*, *individual learning orientation* dan *individual innovative behavior*

Referensi: 40 (2010 –2021)

ABSTRACT

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ANALYSIS OF LEADERSHIP EMPOWERMENT, WORK GROUP COHESITIVENESS, INDIVIDUAL LEARNING ORIENTATION AND INDIVIDUAL BEHAVIOR OF HOTEL X EMPLOYEES IN SOUTH JAKARTA

(xiv + 155 pages; 7 images; 26 tables; 9 attachments)

This study aims to analyze leadership empowerment, work group cohesiveness, individual learning orientation and individual innovative behavior of Hotel X employees in South Jakarta. This study uses a quantitative research approach where data is collected through the Google Forms electronic questionnaire. This research was conducted in Indonesia and took respondents in Jakarta. Data were analyzed using the outer model and inner model using Smart-PLS 3.2.9. the outer model consists of validity and reliability tests, while the inner model tests the goodness of fit test, common method bias, r-square, predictive relevance, t statistic, and p-value. Furthermore, structural construction modeling was carried out to examine the construct relationships within the theoretical framework of this study. The results of the study produced nine hypotheses, all of which were accepted. Either directly or indirectly. The relationship between the variables of Leadership Empowerment, Work Group Cohesiveness, Individual Learning Orientation towards Individual Innovative Behavior was found to be significant and positive. Finally, this research contributes not only to theoretical but also to managerial in order to provide good opportunities for employees to be able to improve their innovative behavior.

Keywords: leadership empowerment, work group cohesiveness, individual learning orientation and individual innovative behavior

Reference: 40 (2010 -2021)