

## ABSTRAK

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**PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*, *INTRAPRENEURIAL INTENTION* TERHADAP *ENTREPRENEURIAL BEHAVIOR* YANG DI MODERASI OLEH *INTRAPRENEURIAL SELF-EFFICACY* PADA PT CITRA BORNEO UTAMA**

(xvi + 63 halaman: 2 gambar; 22 tabel; 1 lampiran)

Penelitian ini bertujuan untuk menguji pengaruh *perceived organizational support* dan *employee intrapreneurial intention* terhadap *employee intrapreneurial behavior* yang dimoderasi oleh *intrapreneurial self efficacy* pada karyawan PT Citra Borneo Utama. Pengumpulan data dalam penelitian ini menggunakan kuesioner yang disebar dengan menggunakan *google form*. Data yang berhasil dikumpulkan ada sebanyak 203 responden yang mengisi dengan valid dari bulan Oktober hingga November 2023. Data tersebut kemudian diolah dengan menggunakan alat uji *software* SmartPLS. Penelitian ini menguji validitas dari indikator, reliabilitas variabel serta menguji bentuk model penelitian dengan  $R^2$ . Hasil penelitian ini menunjukkan terdapat pengaruh *perceived organizational support* terhadap *employee intrapreneurial behavior*. Kemudian *employee intrapreneurial intention* memediasi hubungan antara *perceived organizational support* terhadap *employee intrapreneurial behavior*. Hasil yang berbeda didapat pengaruh *intrapreneurial self efficacy* yang tidak memoderasi hubungan *employee intrapreneurial intention* terhadap *employee intrapreneurial behavior*. Penelitian ini menyarankan perusahaan untuk lebih intensif dalam melakukan pelatihan dan training yang mendukung kepada pengembangan kapasitas dan kapabilitas dari karyawan sehingga dapat berkontribusi besar bagi perusahaan

**Referensi:** 46 (2010-2020)

**Kata kunci:** *Perceived organizational support, employee intrapreneurial intention, employee intrapreneurial behavior, intrapreneurial self efficacy, employee.*

## ABSTRACT

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### **THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT, INTRAPRENEURIAL INTENTION ON ENTREPRENEURIAL BEHAVIOR WHICH IS MODERATE BY INTRAPRENEURIAL SELF-EFFICACY AT PT CITRA BORNEO UTAMA**

(xvi + 63 pages: 2 figures; 22 tables; 1 attachment)

This research aims to examine the influence of perceived organizational support and employee intrapreneurial intention on employee intrapreneurial behavior which is moderated by intrapreneurial self efficacy in PT Citra Borneo Utama employees. Data collection in this research used a questionnaire distributed using Google Form. The data collected was 203 respondents who filled in validly from October to November 2023. The data was then processed using the SmartPLS software test tool. This research tests the validity of the indicators, the reliability of the variables and tests the form of the research model with R2. The results of this research show that there is an influence of perceived organizational support on employee intrapreneurial behavior. Then employee intrapreneurial intention mediates the relationship between perceived organizational support and employee intrapreneurial behavior. Different results were obtained from the influence of intrapreneurial self-efficacy which did not moderate the relationship between employee intrapreneurial intention and employee intrapreneurial behavior. This research suggests that companies should be more intensive in conducting training and training that supports the development of employee capacity and capability so that they can make a major contribution to the company

**Reference:** 46 (2010-2020)

**Keywords:** Perceived organizational support, employee intrapreneurial intention, employee intrapreneurial behavior, intrapreneurial self efficacy, employee.