

DAFTAR ISI

HALAMAN JUDUL	
PERNYATAAN KEASLIAN KARYA TUGAS AKHIR	
PERSETUJUAN DOSEN PEMBIMBING TUGAS AKHIR	
PERSETUJUAN TIM PENGUJI TUGAS AKHIR	
ABSTRACT	v
ABSTRAK.....	vi
KATA PENGANTAR.....	vii
DAFTAR ISI	ix
DAFTAR GAMBAR	xiii
DAFTAR TABEL	xvi
BAB I PENDAHULUAN	1
1.1 Latar Belakang Masalah	1
1.2 Identifikasi Masalah	11
1.3 Batasan Masalah	14
1.4 Rumusan Masalah	14
1.5 Tujuan Penelitian.....	12
1.6 Manfaat Hasil Penelitian.....	12
1.6.1 Manfaat Teoritis	13
1.6.2 Manfaat Praktis	13
1.7 Sistematika Penulisan.....	13
BAB II LANDASAN TEORI.....	16
2.1 Deskripsi Teoritik.....	16
2.1.1 <i>Innovative Work Behaviour</i>	16
2.1.2 <i>Digital Transformational Leadership</i>	21
2.1.3 <i>Person Organization Fit</i>	28
2.1.4 <i>Knowledge Sharing Behaviour</i>	31
2.1.5 <i>Learning Agility</i>	35
2.2 Hasil Penelitian yang Relevan	39
2.3 Kerangka Berpikir	46

2.3.1	Keterkaitan <i>Digital Transformational Leadership dan Innovative Work Behaviour</i>	46
2.3.2	Keterkaitan <i>Digital Transformational Leadership dan Knowledge Sharing Behaviour</i>	49
2.3.3	Keterkaitan <i>Learning Agility dan Innovative Work Behaviour</i>	50
2.3.4	Keterkaitan <i>Person Organization Fit dan Innovative Work Behaviour</i>	51
2.3.5	Keterkaitan <i>Knowledge Sharing Behaviour dan Innovative Work Behaviour</i>	46
2.3.6	Keterkaitan <i>Digital Transformational Leadership dan Learning Agility</i>	50
2.3.7	Keterkaitan <i>Digital Transformational Leadership dan Person Organization Fit</i>	49
2.3.8	Keterkaitan <i>Person Organization Fit dan Knowledge Sharing Behaviour</i>	49
2.4	Model Penelitian	62
2.5	Hipotesis Penelitian	64
BAB III METODE PENELITIAN		64
3.1	Rancangan Penelitian	64
3.2	Waktu dan Tempat Penelitian.....	66
3.3	Prosedur Penelitian.....	66
3.4	Populasi dan Sampling	69
3.5	Teknik Pengumpulan Data	71
3.6	Instrumen Penelitian	71
3.6.1	Variabel Laten Eksogen.....	72
3.6.2	Variabel Laten Endogen	73
3.6.2.1	Definisi Konseptual (Konstruk).....	73
3.7	Model Analisis	79
3.7.1	Analisis Statistik Deskriptif	80
3.7.2	Analisis Statistik Inferensial	80
3.8	Hipotesis Statistik	84
BAB IV HASIL PENELITIAN DAN PEMBAHASAN.....		85
4.1	Dekripsi Data	85

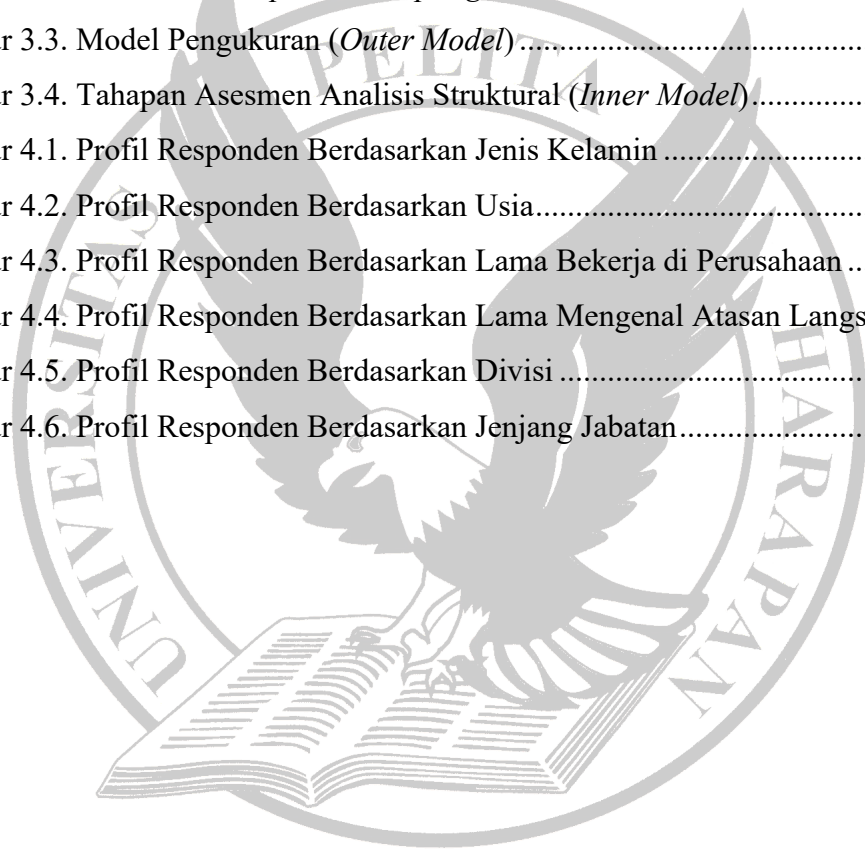
4.1.1	Profil Responden	85
4.2.	Analisis Statistik Deskriptif	90
4.2.1	Statistik Deskriptif Variabel Digital Transformational Leadership	90
4.2.2	Statistik Deskriptif Variabel Person Organization Fit	91
4.2.3	Statistik Deskriptif Variabel Knowledge Sharing Behaviour	92
4.2.4	Statistik Deskriptif Variabel Learning Agility.....	93
4.2.5	Statistik Deskriptif Variabel Innovative Work Behaviour.....	94
4.3.	Pengujian Model.....	95
4.3.1	Uji Model Pengukuran Reflektif (Outer Model)	96
4.3.2	Uji Validitas Konvergen	97
4.3.3	Uji Validitas Diskriminan	101
4.3.4	Uji Reliabilitas	103
4.3.5	Uji Model Struktural (Inner Model).....	104
4.3.6	Uji Multikolinearitas	104
4.3.7	Koefisien Determinasi (R Square)	105
4.3.8	Pengaruh Efek (Effect Size).....	106
4.3.9	Nilai Koefisien Jalur (Path Coefficient- β).....	107
4.3.10	Uji Mediasi (<i>Indirect Effects</i>).....	109
4.4.	Diskusi.....	112
4.4.1	Digital Transformational Leadership Terhadap Innovative Work Behaviour.....	113
4.4.2	Digital Transformational Leadership Terhadap Knowledge Sharing Behaviour.....	113
4.4.3	Digital Transformational Leadership Terhadap Learning Agility	114
4.4.4	Digital Transformational Leadership Terhadap Person Organization Fit.....	115
4.4.5	Knowledge Sharing Behaviour Terhadap Innovative Work Behaviour.....	115
4.4.6	Learning Agility Terhadap Innovative Work Behaviour	116
4.4.7	Person Organization Fit Terhadap Innovative Work Behaviour	117
4.4.8	Person Organization Fit Terhadap Knowledge Sharing Behaviour ...	118
4.4.9	Keterbatasan Penelitian	118

BAB V KESIMPULAN DAN SARAN.....	120
5.1 Kesimpulan.....	120
5.2 Implikasi Manajerial	124
5.2.1 Implikasi Teoritis	124
5.3 Saran.....	129
DAFTAR REFERENSI	
LAMPIRAN	



DAFTAR GAMBAR

Gambar 1.1. <i>Top Reasons Startup Fails</i>	3
Gambar 1.2. Perbandingan Problem Utama.....	4
Gambar 1.3. Perbandingan Problem Utama.....	5
Gambar 1.4. Perbandingan Problem Utama.....	6
Gambar 1.5. Komposisi Jenjang Kepemimpinan.....	9
Gambar 3.1. Tahapan Penelitian	56
Gambar 3.2. Visualisasi <i>Purposive Sampling</i>	58
Gambar 3.3. Model Pengukuran (<i>Outer Model</i>).....	70
Gambar 3.4. Tahapan Asesmen Analisis Struktural (<i>Inner Model</i>).....	72
Gambar 4.1. Profil Responden Berdasarkan Jenis Kelamin	74
Gambar 4.2. Profil Responden Berdasarkan Usia.....	75
Gambar 4.3. Profil Responden Berdasarkan Lama Bekerja di Perusahaan	75
Gambar 4.4. Profil Responden Berdasarkan Lama Mengenal Atasan Langsung .	76
Gambar 4.5. Profil Responden Berdasarkan Divisi	76
Gambar 4.6. Profil Responden Berdasarkan Jenjang Jabatan.....	77



DAFTAR TABEL

Tabel 2.1. Penelitian Terdahulu yang Relevan	46
Tabel 4.1. Distribusi Jawaban Variabel	78
Tabel 4.2. Distribusi Jawaban Variabel <i>Person Organization Fit</i>	79
Tabel 4.3. Distribusi Jawaban Variabel <i>Knowledge Sharing Behaviour</i>	80
Tabel 4.4. Distribusi Jawaban Variabel <i>Learning Agility</i>	81
Tabel 4.5. Distribusi Jawaban Variabel <i>Innovative Work Behaviour</i>	82
Tabel 4.6. Validitas Konvergen (<i>Outer Loading Factor</i>)	87
Tabel 4.7. Validitas Konvergen (<i>Average Variance Extracted AVE</i>)	88
Tabel 4.8. Validitas Diskriminan (<i>Cross Loading Factor</i>)	90
Tabel 4.9. <i>Heterotrait-Monotrait Ratio</i> (HTMT)	90
Tabel 4.10. <i>Composite Reliability</i> dan <i>Cronbach Alpha</i>	91
Tabel 4.11. Uji Multikolinearitas	92
Tabel 4.12. <i>R-Square</i> dan <i>R-Square Adjusted</i>	93
Tabel 4.13. Nilai Pengaruh Efek (<i>Effects size-f</i>)	94
Tabel 4.14. Koefisien Jalur (β)	95
Tabel 4.15. Uji Mediasi	98

