

ABSTRAK

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Anteseden dari *Psychological Empowerment* dan *Organization Culture* berikut Dampaknya terhadap *Innovative Behaviour* serta *Organizational Innovation* (Studi Empiris pada RS XYZ)

Penelitian ini bertujuan untuk menguji pengaruh dari anteseden dari *psychological empowerment* dan *organization culture* berikut dampaknya pada *innovative behaviour* dan *organizational innovation*. Anteseden ini terdiri dari *team autonomy*, *team diversity*, dan *agile communication*. Model penelitian yang dimodifikasi dari penelitian terdahulu diuji secara empiris pada organisasi rumah sakit swasta XYZ di Sulawesi Utara. Metode penelitian adalah kuantitatif dengan survei dimana data diperoleh dengan *purposive sampling*. Didapatkan 221 responden yang mengisi kuesioner penelitian pada periode November 2021 dan memenuhi syarat sebagai sampel penelitian. Data dianalisis dengan menggunakan PLS-SEM. Temuan penelitian ini menunjukkan dampak yang signifikan dan positif dari *innovative behaviour* terhadap *organizational innovation*. *Psychological empowerment* dan *organization culture* terbukti memiliki dampak yang signifikan dan positif secara bersamaan terhadap *innovative behaviour*. Dari ketiga anteseden yg paling kuat mempengaruhi *psychological empowerment* adalah *agile communication*, sedangkan yang paling kuat mempengaruhi *organization culture* adalah *team diversity*. Hasil penelitian ini dapat memberikan implikasi manajerial untuk perbaikan pada RS XYZ serta rekomendasi bagi penelitian selanjutnya.

Kata Kunci: *agile antecedents, psychological empowerment, organization culture, innovative behaviour, organizational innovation, rumah sakit swasta*

ABSTRACT

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Antecedents of Psychological Empowerment and Organization culture and their Impact on Innovative Behavior and Organizational Innovation (Empirical Study at XYZ Hospital)

This study aims to examine the effect of the antecedents of psychological empowerment and organization culture and their impact on innovative behavior and organizational innovation. These antecedents consist of team autonomy, team diversity, and agile communication. The research model modified from the previous study was tested empirically on the XYZ private hospital organization in North Sulawesi. The research method is a quantitative survey where data is obtained by purposive sampling. There were 221 respondents who filled out research questionnaires in the November 2021 period and met the requirements as research samples. Data were analyzed using PLS-SEM. The findings of this study indicate that there is a significant and positive impact of innovative behavior on organizational innovation. Psychological empowerment and organization culture are proven to have a significant and positive impact simultaneously on innovative behavior. From the three antecedents, the one that most strongly influences psychological empowerment is agile communication, while the one that has the strongest influence on organization culture is team diversity. The results of this study can provide managerial implications for improvement at XYZ Hospital as well as recommendations for further research.

Keywords: agile antecedents, psychological empowerment, organization culture, innovative behaviour, organizational innovation, private hospital