

ABSTRACT

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ANALYSIS OF EMPOWERING LEADERSHIP, WORK GROUP COHESIVENESS, INDIVIDUAL LEARNING ORIENTATION AND INDIVIDUAL INNOVATIVE BEHAVIOUR INFORMATION TECHNOLOGY COMPANY EMPLOYEES (IT COMPANY)

Talent development can be done by increasing individual innovative behaviour. This research never done in IT company yet. The purpose of this study is to see impact and role of empowering leadership, work group cohesiveness and individual learning orientation. This study also explores relationship of empowering leadership on work group cohesiveness and individual learning orientation, work group cohesiveness on individual learning orientation and the mediating role of work group cohesiveness and individual learning orientation. The subject are 57 IT company's employees in Jakarta. This study uses quantitative techniques and convenience sampling with Likert 5 scale for collect data. The analysis technique used are multicollinearity test, PLS-SEM, and multiple mediation using SmartPLS 3.0. The result of this research are empowering leadership and individual learning orientation have an influence on individual innovative behaviour. Work group cohesiveness does not affect individual innovative behaviour. Empowering leadership and work group cohesiveness have an influence on individual learning orientation. Empowering leadership affects work group cohesiveness. Mediation analysis reveals that work group cohesiveness does not mediate the relationship between empowering leadership and individual innovative behaviour, individual learning orientation mediates the relationship between work group cohesiveness and empowering leadership with individual innovative behaviour.

Reference: 54 (2001-2021)

Keyword: *Innovative Behaviour; Empowering Leadership; Group Cohesiveness; Learning orientation*

ABSTRAK

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ANALISIS EMPOWERING LEADERSHIP, WORK GROUP COHESIVENESS, INDIVIDUAL LEARNING ORIENTATION DAN INDIVIDUAL INNOVATIVE BEHAVIOUR PADA KARYAWAN PERUSAHAAN TEKNOLOGI INFORMASI (IT COMPANY)

Perkembangan talenta dapat dilakukan dengan meningkatkan *individual innovative behaviour*. Penelitian mengenai *Individual innovative behaviour* belum pernah dilakukan di perusahaan IT. Tujuan penelitian ini melihat pengaruh dan peran dari *empowering leadership*, *work group cohesiveness* dan *individual learning orientation*. Penelitian ini juga mengeksplorasi hubungan dari *empowering leadership* pada *work group cohesiveness* dan *individual learning orientation*, pengaruh *work group cohesiveness* terhadap *individual learning orientation* dan peran mediasi *work group cohesiveness* dan *individual learning orientation*. Subjek penelitian ini adalah karyawan yang bekerja di perusahaan IT di Jakarta sebanyak 57. Teknik penelitian ini menggunakan teknik kuantitatif. Metode pengumpulan data dengan *convenience sampling* dengan skala 5 likert. Teknik analisa yang digunakan adalah uji multikolonieritas, *PLS-SEM*, dan *multiple mediation* dengan menggunakan program SmartPLS ver 3.0. Hasil penelitian ini adalah *empowering leadership* dan *individual learning orientation* memiliki pengaruh terhadap *individual innovative behaviour*. *Work group cohesiveness* tidak mempengaruhi *individual innovative behaviour*. *Empowering leadership* dan *work group cohesiveness* memiliki pengaruh terhadap *individual learning orientation*. *Empowering leadership* berpengaruh terhadap *work group cohesiveness*. Analisis mediasi mengungkapkan bahwa *work group cohesiveness* tidak memediasi hubungan antara *empowering leadership* dengan *individual innovative behaviour*, *individual learning orientation* memediasi hubungan antara *work group cohesiveness* dengan *individual innovative behaviour* dan antara *empowering leadership* dengan *individual innovative behaviour*.

Reference: 54 (2001-2021)

Keyword: Perilaku inovatif; Dorongan pemimpin; Kekompakkan kelompok; Orientasi belajar