

ABSTRACT

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THE EFFECT OF WORKPLACE SPIRITUALITY AND WORKFORCE AGILITY TO INNOVATIVE WORK BEHAVIOUR MEDIATED BY TEACHER READINESS FOR CHANGE AT XYZ SCHOOL JAKARTA

(xiv + 120 pages; 10 figures; 31 tables; 18 appendices)

Teachers are required to always be competent, productive, and have high innovation so that they can survive in various situations and changing times that occur continuously. This research aims to find out how innovative work behaviour at XYZ School Jakarta is influenced by workplace spirituality, workforce agility, and readiness for change variables. The number of respondents to this study was 122 teachers from all units at XYZ School Jakarta. Data was collected by google form which contained 36 statement items using a Likert Scale. Data were analyzed using SmartPLS with outer model and inner model. The research hypothesis was tested with path coefficient. The results showed that workplace spirituality and workforce agility had a positive effect on innovative work behaviour mediated by teacher readiness for change at XYZ School Jakarta.

*Keywords: innovative work behaviour, readiness for change, workforce agility
workplace spirituality*

References: 99 (2010- 2022)

ABSTRAK

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PENGARUH WORKPLACE SPIRITUALITY DAN WORKFORCE AGILITY TERHADAP INNOVATIVE WORK BEHAVIOUR DIMEDIASI OLEH READINESS FOR CHANGE GURU DI SEKOLAH XYZ JAKARTA

(xiv + 120 halaman: 10 gambar; 31 tabel; 18 lampiran)

Guru dituntut untuk selalu kompeten, produktif, serta memiliki inovasi yang tinggi sehingga bisa bertahan dalam berbagai situasi dan perubahan zaman yang terjadi secara terus menerus. Penelitian ini bertujuan untuk mengetahui bagaimana *innovative work behaviour* di Sekolah XYZ Jakarta dipengaruhi oleh variabel *workplace spirituality*, *workforce agility*, dan *readiness for change*. Jumlah responden penelitian ini sebanyak 122 orang guru dari seluruh unit di Sekolah XYZ Jakarta. Pengumpulan data dilakukan dengan menggunakan *google form* yang berisikan 36 item pernyataan dengan menggunakan Skala Likert. Data dianalisis dengan menggunakan SmartPLS dengan *outer model* dan *inner model*. Hipotesis penelitian diuji dengan koefisien jalur. Hasil penelitian menunjukkan *workplace spirituality* dan *workforce agility* berpengaruh positif terhadap *innovative work behaviour* dimediasi oleh *readiness for change* guru di Sekolah XYZ Jakarta.

Kata Kunci: *innovative work behaviour*, *readiness for change*, *workforce agility*, *workplace spirituality*

Referensi: 99 (2010- 2022)