

ABSTRAK

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IMPACT EMPOWERING LEADERSHIP, WORK GROUP COHESIVENESS, INDIVIDUAL LEARNING ORIENTATION TO INDIVIDUAL INNOVATIVE BEHAVIOR

(STUDI PADA KARYAWAN PT XYZ)

(126 halaman: 3 gambar; 21 tabel; 12 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *Empowering Leadership* terhadap *Individual Innovative Behavior* dengan *Work Group Cohesiveness* dan *Individual Learning Orientation* sebagai variabel mediasi. Teknik pengumpulan data menggunakan kuesioner dengan skala Likert 1-5. Objek penelitian adalah PT. XYZ. Teknik sampling menggunakan teknik sampel jenuh atau seluruh anggota populasi adalah sampel. Metode analisis data menggunakan *Partial-Least Square- Structural Equation Modeling* (PLS-SEM) dengan alat analisis berupa *software* SmartPLS 4.1.0.9. Hasil dari penelitian ini menunjukkan bahwa *Empowering Leadership* berpengaruh positif terhadap *Individual Innovative Behaviour* karyawan PT XYZ, *Work Group Cohesiveness* berpengaruh positif terhadap *Individual Innovative Behaviour* karyawan PT XYZ, *Empowering Leadership* berpengaruh positif terhadap *Work Group Cohesiveness* karyawan PT XYZ, *Empowering Leadership* berpengaruh positif terhadap *Individual Innovative Behaviour* melalui *Work Group Cohesiveness* karyawan PT XYZ, *Individual Learning Orientation* berpengaruh positif terhadap *Individual Innovative Behaviour* karyawan PT XYZ, *Empowering Leadership* berpengaruh positif terhadap *Individual Learning Orientation* karyawan PT XYZ, *Work Group Cohesiveness* berpengaruh positif terhadap *Individual Learning Orientation* karyawan PT XYZ, *Empowering Leadership* berpengaruh positif terhadap *Individual Innovative Behaviour* melalui *Individual Learning Orientation* karyawan PT XYZ dan *Work Group Cohesiveness* berpengaruh positif terhadap *Individual Innovative Behaviour* melalui *Individual Learning Orientation* karyawan PT XYZ.

Kata Kunci: *Empowering Leadership, Work Group Cohesiveness,, Individual Learning Orientation, Individual Innovative Behaviour.*

ABSTRACT

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IMPACT EMPOWERING LEADERSHIP, WORK GROUP COHESIVENESS, INDIVIDUAL LEARNING ORIENTATION TO INDIVIDUAL INNOVATIVE BEHAVIOR

(STUDY ON EMPLOYEES OF PT XYZ)

(126 pages: 3 images; 21 table; 12 attachment)

This study aims to determine the effect of Empowering Leadership on Individual Innovative Behavior with Work Group Cohesiveness and Individual Learning Orientation as mediating variables. The data collection technique used a questionnaire with a Likert scale of 1-5. The object of research is PT XYZ. The sampling technique uses saturated sample technique or all members of the population are samples. The data analysis method uses PLS-SEM with an analysis tool in the form of SmartPLS 4.1.0.9 software. The research findings show that Empowering Leadership has positive effect on Individual Innovative Behaviour of employees, Work Group Cohesiveness has positive effect on Individual Innovative Behaviour of employees, Empowering Leadership has positive effect on Work Group Cohesiveness of employees, Empowering Leadership has positive effect on Individual Innovative Behaviour through Work Group Cohesiveness of employees, Individual Learning Orientation has positive effect on Individual Innovative Behaviour of employees, Empowering Leadership has positive effect on Individual Learning Orientation of employees, Work Group Cohesiveness has positive effect on Individual Learning Orientation of employees, Empowering Leadership has positive effect on Individual Innovative Behaviour through Individual Learning Orientation of employees and Work Group Cohesiveness has positive effect on Individual Innovative Behaviour through Individual Learning Orientation of employees.

Keyword: Empowering Leadership, Work Group Cohesiveness,, Individual Learning Orientation, Individual Innovative Behaviour.