

ABSTRAK

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PENGARUH *EMPOWERING LEADERSHIP*, *WORK GROUP COHESIVENESS* DAN *INDIVIDUAL LEARNING ORIENTATION* TERHADAP *INDIVIDUAL INNOVATIVE BEHAVIOUR* PADA KARYAWAN PT. XYZ

(xvi + 176; 20 tabel; 11 gambar; 11 lampiran)

Penelitian ini bertujuan untuk mengetahui hubungan antara kepemimpinan pemberdayaan (*Empowering Leadership*), kohesi kelompok kerja (*Work Group Cohesiveness*), orientasi pembelajaran individu (*Individual Learning Orientation*), dan perilaku inovatif individu (*Individual Innovative Behaviour*) pada karyawan PT. XYZ. Data yang digunakan dalam penelitian ini diperoleh melalui survei dari karyawan PT. XYZ, dengan pendekatan kuantitatif. Penelitian ini menggunakan paradigma positivisme, di mana analisis data dilakukan dengan metode statistik yang tepat, yaitu dengan menggunakan Partial Least Square (PLS) untuk pengujian model struktural, yang meliputi pengujian model pengukuran (*Outer Model*) dan pengujian model struktural (*inner model*). Sampel yang digunakan sebanyak 160 responden. Hasil penelitian menunjukkan bahwa kepemimpinan pemberdayaan, kohesi kelompok kerja, dan orientasi pembelajaran individu memiliki pengaruh signifikan terhadap perilaku inovatif individu dalam suatu organisasi. Kepemimpinan pemberdayaan yang memotivasi dan memberikan otonomi kepada karyawan dapat mendorong inovasi individu, sedangkan kohesi kelompok kerja yang kuat dan orientasi pembelajaran individu juga berperan penting dalam mendukung perilaku inovatif.

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

Referensi: 68 (2011-2025)

ABSTRACT

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THE RELATIONSHIP BETWEEN LEADER'S EMOTIONAL INTELLIGENCE, TRANSFORMATIONAL LEADERSHIP, TRANSACTIONAL LEADERSHIP, AND TRUST AS A MEDIATOR IN ENHANCING PERFORMANCE

(xvi + 176; 20 tables; 11 figures; 11 appendices)

Empowering Leadership, Work Group Cohesiveness, Individual Learning Orientation, and Individual Innovation Behavior in PT. XYZ employees. The data used in this study were obtained through a survey of PT. XYZ employees, with a quantitative approach. This study uses a positivistic paradigm, where data analysis is carried out using the right statistical method, namely by using Partial Least Square (PLS) for testing the structural model, which includes testing the measurement model (Outer Model) and testing the structural model (inner model). The sample used was 160 respondents. The results of the study indicate that Empowering Leadership, work group cohesiveness, and Individual Learning Orientation have a significant influence on Individual Innovative Behaviour in an organization. Empowering Leadership that motivates and provides autonomy to employees can encourage individual innovation, while strong work group cohesion and Individual Learning Orientation also play an important role in supporting innovative behavior.

Keywords: *Empowering Leadership, Work Group Cohesiveness, Individual Learning Orientation, Individual Innovative Behaviour*

Reference: 68 (2011-2025)