

ABSTRAK

PENGARUH *TRANSFORMATIONAL LEADERSHIP* DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *INNOVATIVE WORK BEHAVIOR* DIMEDIASI OLEH *WORK ENGAGEMENT* PADA PEGAWAI NEGERI SIPIL DI PPSDM REGIONAL YOGYAKARTA

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Rendahnya tingkat perilaku kerja inovatif atau *innovative work behavior* (IWB) di PPSDM Regional Yogyakarta tercermin dari hasil akreditasi lembaga tahun 2024 yang berada pada kategori bintang satu serta rendahnya kontribusi ide baru dari pegawai. Kondisi ini menunjukkan pentingnya memahami faktor-faktor internal organisasi yang dapat mendorong IWB, terutama peran kepemimpinan transformasional, dukungan organisasi, dan keterikatan kerja. Penelitian ini bertujuan menganalisis pengaruh *transformational leadership* dan *perceived organizational support* terhadap *innovative work behavior*, serta menguji peran mediasi *work engagement* pada PNS di PPSDM Regional Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik survei. Sampel terdiri dari 108 PNS yang bekerja di PPSDM Regional Yogyakarta. Pengolahan data dilakukan menggunakan *Partial Least Square-Structural Equation Modeling* (PLS-SEM). Hasil penelitian menunjukkan bahwa *transformational leadership* dan *perceived organizational support* berpengaruh langsung terhadap IWB. Kedua variabel tersebut berpengaruh positif dan signifikan terhadap *work engagement*. Selanjutnya, *work engagement* terbukti berpengaruh positif dan signifikan terhadap IWB. Variabel *work engagement* juga memediasi secara signifikan pengaruh *transformational leadership* dan *perceived organizational support* terhadap IWB. Temuan ini menegaskan bahwa keterikatan kerja merupakan jalur kunci yang menghubungkan kepemimpinan dan dukungan organisasi dengan perilaku kerja inovatif pegawai. Peningkatan IWB pegawai tidak dapat dicapai hanya melalui kepemimpinan transformasional atau dukungan organisasi secara langsung, tetapi memerlukan penguatan *work engagement* sebagai mediator utama. Organisasi perlu memperkuat keterlibatan pegawai melalui peningkatan dukungan, apresiasi, dan konsistensi kebijakan untuk membangun budaya inovasi yang berkelanjutan di lingkungan kerja.

Kata Kunci: *Transformational Leadership, Perceived Organizational Support, Work Engagement, Innovative Work Behavior, PNS.*

ABSTRACT

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND PERCEIVED ORGANIZATIONAL SUPPORT ON INNOVATIVE WORK BEHAVIOUR MEDIATED BY WORK ENGAGEMENT AMONG CIVIL SERVANTS AT PPSDM REGIONAL YOGYAKARTA

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The low level of innovative work behavior at PPSDM Regional Yogyakarta is reflected in the institution's 2024 accreditation result, which was rated at the one-star category, as well as the limited contribution of new ideas from employees. This condition highlights the importance of understanding internal organizational factors that can foster IWB, particularly the roles of transformational leadership, organizational support, and work engagement. This study aims to analyze the effects of transformational leadership and perceived organizational support on innovative work behavior and to examine the mediating role of work engagement among civil servants at PPSDM Regional Yogyakarta. A quantitative approach was employed using a survey method, involving 108 civil servants.

Data were analyzed using Partial Least Square-Structural Equation Modeling (PLS- SEM). The findings indicate that transformational leadership and perceived organizational support directly influence IWB. Both variables also have a positive and significant effect on work engagement. Furthermore, work engagement was found to have a positive and significant impact on IWB. Work engagement also significantly mediates the effects of transformational leadership and perceived organizational support on IWB. These results emphasize that work engagement serves as a key mechanism linking leadership and organizational support to employees' innovative behavior. Enhancing employees' IWB cannot be achieved solely through transformational leadership or organizational support; instead, strengthening work engagement as a central mediator is essential. Organizations need to foster employee involvement by improving support, appreciation, and the consistency of policies to build a sustainable innovation culture in the workplace.

Keywords: Transformational Leadership, Perceived Organizational Support, Work Engagement, Innovative Work Behavior