

ABSTRACT

This research is motivated by contradictory research related to the effect of person-organization fit on employees' innovative work behavior. On the one hand, some researchers have found that person-organization fit has a significant effect on employees' innovative work. While on the other hand, other researchers stated that person-organization fit had no significant effect on employees' innovative work behavior. This contradiction is used as the basis for testing a similar reality in PDAM (Perusahaan Daerah Air Minum) Central Java. The reason is that PDAM as a Regional Owned Enterprise is required to improve the innovative performance behavior of its employees. PDAM is not only responsible for distributing clean water to the wider community, but is also required to provide local revenue (PAD). Both its role as an agent of welfare development and as a business entity requires PDAM to be able to create innovative work behaviors in order to be able to serve the wider community. Even so, until now there are still various problems related to the quality, quantity, and continuity of clean water supply.

This study aims to examine and analyze: (1) the effect of person- organization fit on innovative work behavior; (2) the effect of person-organization fit on the capability of collective affective commitment; (3) the effect of person-organization fit on knowledge sharing behavior; (4) the influence of collective affective commitment capability on innovative work behavior; (5) the influence of knowledge sharing behavior on innovative work behavior; (6) the effect of knowledge sharing behavior on the capability of collective affective commitment; (7) the effect of knowledge sharing behavior on Meaningful Work; and (8) the effect of Meaningful Work on innovative work behavior. All directors and supervisors working in PDAMs in Central Java Province constitute the population of this study. Sampling using purposive sampling technique. The number of samples is 210 people. However, there are 209 questionnaires that deserve to be analyzed. Data analysis used Structural Equation Modeling (SEM) which was processed with AMOS 24 software.

The results of the study prove that: (1) person-organization fit has no effect on innovative work behavior, but has a significant effect on the capability of collective affective commitment and knowledge sharing behavior; (2) collective affective commitment capability has a significant effect on innovative work behavior; (3) knowledge sharing behavior has a significant effect on the capability of collective affective commitment and Meaningful Work, but has no effect on innovative work behavior; and (4) Meaningful Work has no effect on innovative work behavior.

Keywords: Person-Organization Fit, Innovative Work Behavior, Knowledge Sharing Behavior, Meaningful Work, and Collective Affective Commitment Capability.