

**HUBUNGAN *PERCEIVED EMPOWERING LEADERSHIP* DAN
KEPRIBADIAN PROAKTIF DENGAN PERILAKU KERJA INOVATIF
PADA PEGAWAI DINAS PERDAGANGAN, KOPERASI, USAHA KECIL
DAN MENENGAH (DINDAGKOP UKM) KABUPATEN DEMAK**

Sarah Salsabila Ichwanhaq

15000120410003

ABSTRAK

Perkembangan teknologi yang begitu pesat yang menjadikan inovasi sebagai bagian yang tidak terpisahkan. Hal ini menjadi tuntutan organisasi untuk memasukkan inovasi ke dalam visi-misi, baik organisasi pemerintahan pusat maupun organisasi pemerintahan daerah. Khusus untuk pemerintahan daerah terdapat regulasi terkait inovasi yang tercantum dalam UU Republik Indonesia Nomor 23 Tahun 2014 tentang Pemerintahan Daerah. Tujuan penelitian ini adalah mengetahui hubungan antara *perceived empowering leadership* dan kepribadian proaktif dengan perilaku kerja inovatif pada pegawai. Subjek penelitian ini melibatkan 102 pegawai Aparatur Sipil Negara (ASN) dan Pegawai Tidak Tetap Non Aparatur Sipil Negara (PTT Non ASN) pada Dinas Perdagangan, Koperasi, Usaha Kecil dan Menengah (DINDAGKOP UKM) Kabupaten Demak (rata-rata usia = 30 tahun; 33.3% perempuan dan 66.7% laki-laki), yang diperoleh dengan *proportionate random sampling*. Pengambilan data penelitian dilakukan dengan memberikan secara langsung *booklet* berisi tiga skala sekaligus yang sudah valid dan reliabel, yaitu Skala Perilaku Kerja Inovatif (8 aitem, $\alpha = 0.84$), Skala *Perceived Empowering Leadership* (22 aitem, $\alpha = 0.95$), dan Skala Kepribadian Proaktif (9 aitem, $\alpha = 0.84$). Analisis regresi berganda menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived empowering leadership* dan kepribadian proaktif dengan perilaku kerja inovatif ($r = 0.817$; $p < 0.05$). Besaran sumbangan efektif *perceived empowering leadership* dan kepribadian proaktif sebesar 66.7% terhadap perilaku kerja inovatif.

Kata kunci: perilaku kerja inovatif, *perceived empowering leadership*, kepribadian proaktif

**CORRELATION BETWEEN PERCEIVED EMPOWERING
LEADERSHIP AND PROACTIVE PERSONALITY WITH INNOVATIVE
WORK BEHAVIOR FOR EMPLOYEES OF DEPARTMENT OF TRADE,
COOPERATIVES, SMALL AND MEDIUM ENTERPRISES
(DINDAGKOP UKM) OF DEMAK REGENCY**

Sarah Salsabila Ichwanhaq

15000120410003

ABSTRACT

The development of technology so rapid where innovation is an inseparable part. This is a demand for organization to incorporate innovation into the vision and mission both in central government organizations and local government organizations. Especially for local governments, there are regulations related to innovation as stated in the Law Number 23 of 2014 on Regional Government. The aim of this study is to investigate the correlations between perceived empowering leadership and proactive personality and employee innovative work behavior. This study involved 102 employees (mean age = 30 years old; 33.3% women and 66.7% men). of Department of Trade, Cooperatives, Small and Medium Enterprises (DINDAGKOP UKM) of Demak Regency who were recruited using a proportionate random sampling. Data were collected using a survey booklet containing Innovative Work Behavior Scale (8 items, $\alpha = 0.84$), Perceived Empowering Leadership Scale (22 items, $\alpha = 0.95$), and Proactive Personality Scale (9 items, $\alpha = 0.84$). Multiple regression analysis demonstrated that is positive associations between perceived empowering leadership and proactive personality with innovative work behavior ($r = 0.817$; $p < 0.05$). The effective contribution of perceived empowering leadership and proactive personality to innovative work behavior is 66.7%.

Keywords: innovative work behavior, perceived empowering leadership, proactive personality

