

ABSTRACT

The purpose of this study was to analyze the effect of variables of Inclusive Leadership, Organizational Culture, and Innovative Work Behavior on improving Job Performance. Based on job performance data Dinas Perindustrian dan Perdagangan Provinsi Jawa Tengah's employees, in 2017 = 87,19%, 2018 = 88,64%, and there was a decline in job performance in 2019 = 82,70%. The phenomenon of decreasing performance is what underlies this research. Then build an empirical research model Inclusive Leadership Style and Organizational Culture on Job Performance at Dinas Perindustrian dan Perdagangan Provinsi Jawa Tengah through the concept of Innovative Work Behavior.

The data used in this study are primary data in the form of distributing questionnaires as many as 60 employee respondents in departments PDN, PLN, Standarisasi & Perlindungan Konsumen, Industri Agro, and Industri Non Agro. The sampling technique used in this study was purposive sampling. The test of this study used SEM-PLS and to test the effect of intervening variables, the specific indirect effect test was used. The statistical method used is Partial Least Square (PLS). Processing data of this research using SmartPLS version 3.0 software. The results showed that (1) Inclusive Leadership has a negative and insignificant effect to the Job Performance. (2) Organizational Culture has a positive and significant to the Job Performance. (3) Inclusive Leadership has a positive and significant to the Innovative Work Behavior. (4) Organizational Culture has a positive and significant to the Innovative Work Behavior. (5) Innovative Work Behavior has a positive and significant to the Job Performance.

The results of the intervening test on the specific indirect effect, Innovative Work Behavior can be an intervening variable between both Inclusive Leadership to Job Performance and Organizational Culture to Job Performance.

Key Words: Inclusive Leadership, Organizational Culture, Innovative Work Behavior, Job Performance