

ABSTRACT

Employees innovative behaviour have a great impact to organization improvement. Innovation never come up without employees innovative behaviour. Innovative behaviour influenced by organization culture, leader member exchange, and proactivity from employees. The study was conducted in BPSDMD (Badan Pengembangan Sumber Daya Manusia Daerah) of Central Java Province because this organization innovating continuously and became the best Indonesia's training center in 2017. Researcher used quantitative PLS-SEM method (Partial Least Square Structural Equation Modeling) to estimate the relationships among variables on this study. Data sources came from questionnaires that filled by 68 respondents. This study showed that organization culture give positive impact on proactivity and inovative behavior, leader member exchange give positive impact on proactivity and inovative behavior and proactivity give positive impact on inovative behavior. Furthermore, proactivity is variabel that can partially mediate between organizational culture to innovative behavior and leader member exchange to innovative behavior.

Keywords : organizational culture, leader member exchange, proactivity, inovative behavior