

***THE EFFECT OF FORMATIONAL LEADERSHIP ON INNOVATIVE WORK
BEHAVIOR ON EMPLOYEES IN THE NEW ERA NORMAL***

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ABSTRACT

The purpose of the study was to find out if there was any influence between Transformansional Leadership and Innovative Work Behavior in the New Normal period of the Covid-19 pandemic. Karasteristic respondents taken from this study are 112 employees who actively work in a company. There are two measuring instruments in this study are Transformational Leadership at (Noor, 2019 Bass, 1985) while the next measuring instrument is Innovative Work Behavior at (Onne Jansen, 2000 Kaerney, 2017). The results of this study suggest that there is a positive influence between Transformational Leadership and Innovative Work Behavior during the New Normal Covid-19. Significance values can be tested for correlation of 0.000 or $r = 0.582^{**}$; $p < 0.05$ which shows that there is a positive influence between Transformational Leadership and Innovative Work Behavior during the New Normal Covid-19.

Keywords : Transformational Leadership dan Innovative Work Behavior



**PENGARUH *TRANSFORMATIONAL LEADERSHIP* TERHADAP
INNOVATIVE WORK BEHAVIOR PADA KARYAWAN DI MASA NEW
NORMAL**

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ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui apakah ada pengaruh antara *Transformasional Leadership* dan *Innovative Work Behavior* di masa New Normal pandemi Covid-19. Karakteristik responden yang diambil dari penelitian ini ialah 112 karyawan yang aktif bekerja di sebuah perusahaan. Terdapat dua alat ukur dalam penelitian ini ialah *Transformasional Leadership at* (Noor, 2019 Bass, 1985) sedangkan alat ukur berikutnya ialah *Innovative Work Behavior at* (Onne Jansen , 2000 Kaerney, 2017). Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh yang positif antara *Transformasional Leadership* dan *Innovative Work Behavior* pada karyawan dimasa New Normal Covid-19. Nilai signifikansi yang di dapat pada uji korelasi sebesar 0.000 atau $r = 0.563^{**}$; $p < 0.05$ yang menunjukkan bahwa terdapat pengaruh yang positif antara *Transformasional Leadership* dan *Innovative Work Behavior* pada masa New Normal Covid-19.

Kata Kunci : *Transformational Leadership dan Innovative Work Behavior*

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