ABSTRACT

DESCRIPTIVE ANALYSIS OF INNOVATIVE WORK BEHAVIOR IN THE HUMAN RESOURCE DIVISION OF PT X JAKARTA IN THE COVID-19 PANDEMI

Musarofah

Amy Mardhatillah

Fakultas Psikologi, Universitas Mercu Buana, Jakarta

The purpose of this study is to find out how Innovative Work Behavior is in the Human Resource Division of PT X Jakarta during the Covid-19 Pandemic. Respondents in this study were 134 human resource people consisting of various ages, last education and working period, where respondents were selected by means of a *Purposive Sampling*. This research instrument uses adaptation and modification measurement tools with a total of 50 items for innovative work behavior (De Jong & Hartog, 2007) with Cronbach's Alpha 0.930. The data obtained in this study resulted in 12 people (9.0%) getting a low score, 100 people (74.6%) getting a moderate score, and 22 people (16.4%) getting a high score. In measuring categorization based on dimensions, it is found that the Idea Implementation dimension gets the highest mean score compared to other dimensions. In the Anova test, it is known that age, education and years of service can be a differentiating factor in a person's level of innovative work behavior.

Kata Kunci: *innovative work behaviour, human resource*

ABSTRAK

ANALISIS DESKRIPTIF *INNOVATIVE WORK BEHAVIOUR* PADA DIVISI *HUMAN RESOURCE* PT X JAKARTA DI MASA PANDEMI COVID-19

Musarofah

Amy Mardhatillah

Fakultas Psikologi, Universitas Mercu Buana, Jakarta

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana *Innovative Work Behaviour* pada Divisi Human Resource PT X Jakarta di Masa Pandemi Covid-19. Responden penelitian ini sebanyak 134 orang *human* resource yang terdiri dari beragam usia, pendidikan terakhir dan masa kerja, dimana responden dipilih secara Purposive Sampling. Instrumen penelitian ini menggunakan alat ukur hasil adaptasi dan modifikasi dengan total 50 aitem untuk *innovative work behaviour* (De Jong & Hartog, 2007) dengan *Cronbach's Alpha* 0,930. Data yang diperoleh pada penelitian ini dihasilkan 12 orang (9.0%) mendapatkan skor rendah, 100 orang (74.6%) mendapatkan skor sedang, dan 22 orang (16.4%) mendapatkan skor tinggi. Pada pengukuran kategoriasi berdasarkan dimensi didapatkan bahwa dimensi *Idea Implementation* mendapatkan skor mean tertinggi dibandingkan dimensi lain. Pada uji Anova diketahui bahwa usia, pendidikan dan masa kerja bisa menjadi faktor pembeda tingkat *innovative work behaviour* seseorang.

Kata Kunci: *innovative work behaviour, human resource*