

ABSTRACT

This study aims to investigate the influence of Workplace Spirituality and Workforce Agility on Innovative Work Behavior, by considering Readiness for Change as a mediator, among Private Elementary School Teachers in South Jakarta. Quantitative survey methods were used to collect data from respondents, involving teachers from various private elementary schools in the area. The research instrument focuses on aspects of Workplace Spirituality, Workforce Agility, Innovative Work Behavior, and Readiness for Change. Data analysis was carried out using questionnaire profile analysis techniques for 250 respondents on September-October 2023 who were teachers teaching at South Jakarta Private Elementary Schools, descriptive statistical analysis, inner model analysis, outer model analysis, and hypothesis testing using the SmartPLS 3.0 program. The research results show that variables workplace spirituality, workforce agility, innovative work behavior, dan readiness for change has an agree category with a significant average value. The highest average value is found in variabel workplace spirituality on the first indicator with a value of 4.17. Meanwhile, workforce agility shows the agree category with an average value of 4.03. Indicator Innovative work behavior also shows the agree category with an average value of 4.07. Final, readiness for change shows the agree category with an average value of 4.09. This research is expected to provide in-depth insight into the role of Workplace Spirituality and Workforce Agility in improving the innovative work behavior of private elementary school teachers. In addition, identifying the extent to which Readiness for Change is a mediator in the relationship between these factors is also the focus of this research. The findings of this research can be a basis for developing strategies and programs for developing human resources in the educational environment.

Keywords: *Innovative Work Behaviour, Readiness for Change, Workforce Agility, Workplace Spirituality*

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi pengaruh Spiritualitas Tempat Kerja dan Kelincahan Tenaga Kerja terhadap Perilaku Kerja Inovatif, dengan mempertimbangkan Kesiapan Terhadap Perubahan sebagai mediator, di kalangan Guru SD Swasta di Jakarta Selatan. Metode survei kuantitatif digunakan untuk mengumpulkan data dari responden, yang melibatkan guru-guru dari berbagai sekolah dasar swasta di daerah tersebut. Instrumen penelitian berfokus pada aspek Spiritualitas Tempat Kerja, Kelincahan Tenaga Kerja, Perilaku Kerja Inovatif, dan Kesiapan Terhadap Perubahan. Analisis data dilakukan pada September-Oktober 2023 menggunakan teknik analisis profil kuesioner terhadap 250 responden yang merupakan guru yang mengajar di SD Swasta Jakarta Selatan, analisis statistik deskriptif, analisis inner model, analisis outer model, dan uji hipotesis melalui program SmartPLS 3.0. Hasil penelitian menunjukkan bahwa variabel *workplace spirituality*, *workforce agility*, *innovative work behaviour*, dan *readiness for change* memiliki kategori setuju dengan nilai rata-rata yang signifikan. Nilai rata-rata tertinggi terdapat pada variabel *workplace spirituality* pada indikator pertama dengan nilai 4,17. Sementara itu, *workforce agility* menunjukkan kategori setuju dengan nilai rata-rata 4,03. Indikator *innovative work behaviour* juga menunjukkan kategori setuju dengan nilai rata-rata 4,07. Terakhir, *readiness for change* menunjukkan kategori setuju dengan nilai rata-rata 4,09. Penelitian ini diharapkan dapat memberikan wawasan mendalam mengenai peran Spiritualitas Tempat Kerja dan Kelincahan Tenaga Kerja dalam meningkatkan karya inovatif perilaku guru sekolah dasar swasta. Selain itu, identifikasi sejauh mana Kesiapan Untuk Perubahan sebagai mediator dalam hubungan antara faktor-faktor tersebut juga menjadi fokus penelitian ini. Temuan penelitian ini dapat menjadi dasar untuk menyusun strategi dan program pengembangan sumber daya manusia di bidang lingkungan pendidikan.

Kata Kunci: *Innovative Work Behaviour, Readiness for Change, Workforce Agility, Workplace Spirituality*