

PENGARUH JOB INSECURITY DAN JOB AUTONOMY TERHADAP INNOVATIVE WORK BEHAVIOR

Ode Abdul Majid Al Idrus¹, Nuri Herachwati²

E-mail: odeabdulmajidalidrus@yahoo.co.id

^{1,2}Program Studi Magister Manajemen Fakultas Ekonomi Dan Bisnis Universitas Airlangga

Abstract : *Innovative work behavior of employees is very important for the effectiveness of an organization. Innovative work behavior is influenced by predictors, namely the level of job insecurity and job autonomy, there are factors that strengthen the relationship between job autonomy, work engagement with innovative work behavior, namely creative self-efficacy. Creative self-efficacy can strengthen the relationship between job autonomy and work engagement with innovative work behavior. employee attachment to the company/workplace will be easier to implement innovative behavior. The study was conducted by distributing questionnaires to 183 pharmacists at the Indonesian pharmacist association organization for the Surabaya branch, East Java. The sampling technique used was random sampling. Respondents' answers were scored using a Likert scale of 1-5 and then analyzed using Partial Least Square (PLS) which was tested with the outer and inner models. The results show that there is a significant positive effect of job autonomy on innovative work behavior and there is a significant negative and significant effect of job insecurity on innovative work behavior. The results of the mediation test show that work engagement mediates the relationship between all independent and dependent variables. The results of the moderation test showed that creative self-efficacy moderated the relationship between job autonomy and innovative work behavior but did not moderate the relationship between work engagement and innovative work behavior.*

Keywords: *job autonomy; job insecurity; Innovative work behavior; work engagemen; creative self efficacy*

PENDAHULUAN

Pentingnya perilaku kerja inovasi menjadi perhatian beberapa perusahaan agar tetap bertahan dan memiliki prospek ke depan (De Spiegelaere et al, 2014) Perusahaan yang berhasil menciptakan keunggulan bersaing adalah perusahaan yang mampu menciptakan inovasi dan kreativitas melalui proses yang efektif dan terencana. Inovasi diperlukan sebagai strategi dalam menciptakan dan menghasilkan produk baru atau melakukan perbaikan dengan meningkatkan perilaku kerja inovasi pada karyawan perusahaan atau anggota organisasi.

penurunan *Innovative work behavior* yang disebabkan oleh *Job insecurity* karena karyawan yang berada pada posisi tidak aman dalam pekerjaannya merasa tidak wajib dan tidak termotivasi untuk memecahkan masalah terkait pekerjaan yang diterimanya (Greenhalgh and Rosenblatt 1984). Menurut (Salanova, Agut, and Peiró 2005) work engagement dalam bekerja dapat meningkatkan perilaku inovatif dalam bekerja, karena individu yang terlibat dalam perusahaan / tempat kerja akan memiliki emosi yang positif, yang akan mendorong mereka untuk memperoleh sumber daya sendiri, yang akan digunakan untuk mencapai kinerja tertentu.

Dalam riset ini peneliti menambahkan *creative self efficacy* sebagai variabel moderasi yang diharapkan dapat memacu peningkatan *innovative work behavior* (Orth and Volmer 2017) *creative self efficacy* secara khusus mencerminkan sensitivitas individu terhadap kontekstual yang menandakan prospek untuk melakukan kreatif dan perilaku inovatif. Objek penelitian yang digunakan ialah apoteker yang bekerja pada industri farmasi, rumah sakit, klinis dan apotek. Seorang apoteker banyak peran penting dalam pengembangan obat-obatan seperti menjadi penjamin kualitas dari bagian produksi obat sampai pada distribusi obat kepada pasien.

H1 : *Job insecurity* berpengaruh negatif terhadap *Innovative work behavior*

H2: *Job autonomy* berpengaruh positif terhadap *Innovative work behavior*

H3 : *Wok engagement* memediasi hubungan antara *job autonomy* dan *innovative work behavior*

H4 : *work engagement* dapat memediasi hubungan antara *Job insecurity* dan *Innovative work behavior*

H5 : *Creative self efficacy* dapat memoderasi hubungan antara *Job autonomy* dan *innovative work behavior*

H6 : *Creative self efficacy* dapat memoderasi hubungan antara *work engagement* dan *innovative work behavior*

METODE PENELITIAN

Penelitian ini merupakan penelitian kuantitatif. pengumpulan data berupa kuesioner ,maka indikator dijadikan pertanyaan atau pernyataan.

Penelitian “pengaruh *job insecurity* dan *job autonomy*, terhadap *innovative work behavior*” menggunakan variabel independen, dan variabel dependen. variabel independen adalah variabel bebas atau variabel yang mempengaruhi variabel terikat (dependen) , sedangkan variabel dependen adalah variabel yang dipengaruhi atau akibat dari adanya variabel independen (Zikmund et al. 2013). variabel independen dalam penelitian ini berupa *job autonomy*, *job insecurity*, sedangkan variabel dependen adalah *innovative work behavior*

Teknik pengumpulan data menggunakan Kuesioner dengan skala likert untuk mengukur jawaban responden.

Data primer dalam penelitian ini merupakan hasil survey terkait persepsi apoteker bekerja di industry farmasi, rumah sakit, klinik dan apotek yang semua tergabung dalam satu organisasi

HASIL DAN PEMBAHASAN

Hasil pengujian koefisien dari analisis, menunjukkan bahwa *job autonomy* dan *job insecurity* berpengaruh secara parsial terhadap *innovative work behavior* pada apoteker pengurus cabang surabaya. Hasil pengujian analisis, menunjukkan bahwa *job autonomy* dan *job insecurity* berpengaruh signifikan terhadap *innovative work behavior* dan menunjukan juga bahwa *work engagement* dapat memediasi hubungan antara *job autonomy* dan *job insecurity* terhadap *innovative work behavior* pada apoteker pengurus cabang surabaya. Pada penelitian kali ini, Terdapat dua hasil yang berbeda pada pengujian efek moderasi,

Hasil pengujian analisis terhadap efek moderasi menunjukan bahwa *creative self efficacy* dapat memoderasi (memperkuat) hubungan antara *job autonomy* terhadap *innovative work behavior*. Sebaliknya pada pengujian efek moderasi *work engagement* terhadap *innovative work behavior* melalui *creative self efficacy* didapati nilai *P values* yaitu lebih dari 0,05 dan *T statistics* kurang dari nilai 1,96 dan original sampel bernilai negatif yang menunjukan bahwa *creative self efficacy* tidak

dapat memoderasi hubungan antara *work engagement* terhadap *innovative work behavior*.

Setiap inovasi yang dihasilkan oleh apoteker akan selalu diikuti dengan suatu perubahan, walaupun dalam setiap perubahan tidak akan selalu diikuti dengan munculnya ide baru, yang secara positif berpengaruh terhadap perubahan, perkembangan dan pertumbuhan suatu organisasi.

Meskipun inovasi tidak mengisyaratkan kebaruan absolut, namun bisa dipandang sebagai sebuah inovasi jika perubahan yang terjadi dianggap sebagai suatu hal yang baru oleh individu, kelompok atau organisasi. Bentuk Inovasi bisa bervariasi, mulai dari inovasi yang bersifat minor hingga inovasi yang sifatnya sangat penting. Inovasi bisa ditemukan mulai dari hanya dalam bentuk perubahan prosedur administratif-pelayanan hingga inovasi yang terjadi karena adanya perubahan teknologi.

SIMPULAN

Job autonomy memiliki pengaruh positif dan signifikan terhadap *innovative work behavior*. *Job insecurity* memiliki pengaruh negative dan signifikan terhadap *innovative work behavior*. *work engagement* dapat memediasi hubungan antara *job autonomy* terhadap *innovative work behavior*. *work engagement* dapat memediasi hubungan antara *job insecurity* terhadap *innovative work behavior*. *creative self efficacy* dapat memoderasi hubungan antara *job autonomy* terhadap *innovative work behavior*. *creative self efficacy* tidak dapat memoderasi hubungan antara *work engagement* terhadap *innovative work behavior*

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