

ABSTRAK

RIZKI ANISA PUTRI. Analisis Kepemimpinan *Humilitas* Dan Perilaku Kerja Inovatif Terhadap Kinerja Karyawan Pada PT Kreanova Pharmaret Di Jakarta Pusat. Di bawah bimbingan IMAL ISTIMAL.

Lingkungan politik, ekonomi, pasar, dan teknologi, dunia menjadi semakin kompleks dan dinamis. Agar bisnis dapat bertahan di era ini dan mencapai pertumbuhan dan perkembangan yang berkelanjutan, diperlukan pengembangan yang baru. Upaya peningkatan efektivitas dan efisiensi merupakan faktor penting yang perlu pengelolaan yang baik untuk mewujudkan misi dan visi bisnis. Tujuan pada penelitian ini yaitu untuk menganalisis dan mengetahui besarnya dampak kepemimpinan *humilitas* dan perilaku kerja inovatif terhadap kinerja karyawan PT Kreanova Pharmaret. Desain penelitian ini menggunakan asosiatif kuantitatif dan pengumpulan data yang digunakan dalam penelitian ini adalah penelitian lapangan (*field research*). Teknik pengambilan sampel menggunakan sampling jenuh, sampel yang digunakan sebanyak 52 karyawan PT Kreanova Pharmaret. Teknik analisis data yang digunakan yaitu menggunakan uji kualitas data, uji asumsi klasik, analisis regresi berganda, analisis koefisien korelasi, analisis koefisien determinasi (R^2) dan uji hipotesis. Dari hasil uji t variabel kepemimpinan *humilitas* (X1) terhadap kinerja karyawan (Y) diperoleh $t_{hitung} 7.879 > t_{tabel} 1.676$ yang artinya terdapat pengaruh signifikan antara variabel kepemimpinan *humilitas* (X1) dan variabel (Y). hasil uji t variabel perilaku kerja inovatif (X2) terhadap kinerja karyawan (Y) diperoleh $t_{hitung} 5.392 > t_{tabel} 1.676$ artinya terdapat pengaruh signifikan antara variabel perilaku kerja inovatif (X2) terhadap kinerja karyawan (Y). Hasil dari penelitian menunjukkan bahwa variabel kepemimpinan *humilitas* (X1) dan perilaku kerja inovatif (X2) berpengaruh positif dan signifikan terhadap kinerja karyawan PT Kreanova Pharmaret baik secara parsial maupun secara simultan.

Kata Kunci : Humilitas Pemimpin, Perilaku Kerja Inovatif, Kinerja Karyawan

ABSTRACT

RIZKI ANISA PUTRI. Analysis of Leader Humility and Innovative Work Behavior on Employee Performance at PT Kreanova Pharmaret in Central Jakarta. Under the guidance of IMAL ISTIMAL.

In the political, economic, market and technological environment, the world is becoming increasingly complex and dynamic. For businesses to survive in this era and achieve sustainable growth and development, new developments are needed. Efforts to increase effectiveness and efficiency are important factors that need to be managed properly to realize the mission and vision of the business. The purpose of this study is to analyze and determine the magnitude of the impact of humility and innovative work behavior on the performance of employees of PT Kreanova Pharmaret. This research design uses quantitative associative and data collection used in this research is field research. The sampling technique used saturated sampling, the samples used were 52 employees of PT Kreanova Pharmaret. The data analysis technique used is using data quality test, classical assumption test, multiple regression analysis, correlation coefficient analysis, determination coefficient analysis (R^2) and hypothesis testing. From the results of the t test of the leader's humility variable (X1) on employee performance (Y), a $t_{\text{count}} 7.879 > t_{\text{table}} 1.676$ was obtained, which means that there is a significant influence between the leader's humility variable (X1) and variable (Y). the results of the t test of the innovative work behavior variable (X2) on employee performance (Y) obtained a t_{count} of 5.392 $> t_{\text{table}} 1.676$, which means that there is a significant influence between the innovative work behavior variable (X2) on employee performance (Y). The results of the research The data analysis technique used is multiple regression analysis. The results showed that the leadership humility variable (X1) and innovative work behavior (X2) had a positive and significant effect on the performance of employees of PT Kreanova Pharmaret both partially and simultaneously.

Keywords: Leader Humility, Innovative Work Behavior, Employee Performance