

ABSTRAK

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Pengaruh Budaya Organisasi Terhadap *Innovative Work Behavior* dengan Motivasi Sebagai Faktor Mediator Pada PT Astransindo Serta Tinjauannya dari Sudut Pandang Islam

107 Halaman + CVII halaman + 15 Tabel + 4 Gambar dan 5 Lampiran

Uraian Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh budaya organisasi terhadap *innovative work behavior* dengan motivasi sebagai faktor mediator. Penelitian di desain sebagai *explanatory research*. Responden penelitian adalah seluruh karyawan PT Astransindo dengan jumlah sampel 53 karyawan. Data dikumpulkan dengan menggunakan instrumen kuesioner. Analisis data menggunakan Metode *Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan kesesuaian (*fit*) yang besar ($GoF=0,474$) untuk dijadikan model yang dapat memprediksi pengaruh budaya organisasi terhadap *innovative work behavior* dengan motivasi sebagai mediasi ($Q^2=0,494$). Dari penelitian ini didapatkan: (1) budaya organisasi berpengaruh positif dan signifikan terhadap *innovative work behavior*, (2) budaya organisasi berpengaruh positif signifikan terhadap motivasi, (3) motivasi berpengaruh positif signifikan terhadap *innovative work behavior*, (4) Motivasi dapat menjadi mediator yang mempengaruhi antara budaya organisasi dengan *innovative work behavior*. Tinjauan Islam menerangkan bahwa budaya organisasi perlu diterapkan sesuai ajaran islam yang terkandung dalam Al-Qur'an dan Hadits dimana nilai-nilai dalam ajaran islam dijadikan pedoman dalam pengambilan keputusan seorang muslim dalam berorganisasi. Motivasi sebagai penggerak dalam bekerja. Seorang muslim yang termotivasi dalam mencari nafkah dan mencukupi keluarganya dan dijanjikan oleh allah sebanyak pahala orang yang bersedeka. Semua hal tersebut memotivasi sikap seseorang untuk membentuk *innovative work behavior*.

Kata Kunci : budaya organisasi, *innovative work behavior* dan motivasi.

ABSTRACT

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The Influence of Organizational Culture on Innovative Work Behavior and Motivation as Mediator Factor at PT Astransindo and Seen The Perspective of Islamic.

107 Pages + CVII Pages + 15 Tables + 4 Pictures + and 5 Attachments

Abstract

This research was conducted to analyze the influence of organizational culture on innovative work behavior with motivation as a mediating factor. The research was designed as explanatory research. Research respondents were all employees of PT Astransindo with a sample size of 53 employees. Data were collected using a questionnaire instrument. Data analysis using Partial Least Square Structural Equation Modeling method. The results showed a large suitability ($GoF = 0,474$) to be used as a model that can predict the influence of organizational culture on innovative work behavior with motivation as a mediation ($Q^2 = 0,494$) From this study found: (1) organizational culture has a positive and significant effect on innovative work behavior, (2) organizational culture has a significant positive effect on motivation, (3) motivation has a significant positive effect on innovative work behavior, (4) motivation can be a mediator that influence between organizational culture and innovative work behavior. The Islamic review explains that organizational culture needs to be applied according to Islamic teachings contained in the Qur'an and Hadith where the values in Islamic teachings are used as guidelines in making decisions for a Muslim in an organization. Motivation as a driving force in work. A Muslim who is motivated to earn a living and provide for his family and is promised by Allah as much as the reward of those who give charity. All of these things motivate a person's attitude to form innovative work behavior.

Keywords : *organizational culture, innovative work behavior and motivation.*