


PENGARUH KEPEMIMPINAN TRANSFORMASIONAL, IKLIM ORGANISASI, DAN *SELF-EFFICACY* TERHADAP PERILAKU INOVATIF PADA KARYAWAN PERUSAHAAN *STARTUP* DI YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan transformasional, iklim organisasi dan *self-efficacy* terhadap perilaku inovatif pada karyawan perusahaan *startup* di Yogyakarta. Responden dalam penelitian ini adalah karyawan perusahaan *startup* di Yogyakarta berjumlah 100 orang. Teknik pengambilan sampel menggunakan teknik *purposive sampling*. Model Penelitian ini menggunakan analisis regresi linier berganda. Metode yang digunakan dalam penelitian ini adalah uji instrumen, uji asumsi klasik, dan uji hipotesis. Hasil penelitian menunjukkan bahwa terdapat pengaruh kepemimpinan transformasional, iklim organisasi, dan *self-efficacy* terhadap perilaku inovatif karyawan perusahaan *startup* di Yogyakarta baik secara parsial maupun simultan.

Kata Kunci: *Kepemimpinan Transformasional, Iklim Organisasi, Self-Efficacy, Perilaku Inovatif*

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***THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP,
ORGANIZATIONAL CLIMATE, AND SELF-EFFICACY ON INNOVATIVE
BEHAVIOR IN STARTUP COMPANY EMPLOYEES IN YOGYAKARTA***

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Abstract

This research aims to analyze the influence of transformational leadership, organizational climate and self-efficacy on innovative behavior in employees of startup companies in Yogyakarta. The respondents in this research were 100 employees of startup companies in Yogyakarta. The sampling technique used purposive sampling technique. This research model was multiple linear regression analysis. The methods used in this research were instrument testing, classical assumption testing, and hypothesis testing. The research results show that there is an influence of transformational leadership, organizational climate, and self-efficacy on the innovative behavior of startup company employees in Yogyakarta, both partially and simultaneously.

Keywords: *Transformational Leadership, Organizational Climate, Self-Efficacy, Innovative Behavior.*