


PERAN *LEARNING AGILITY* SEBAGAI MEDIATOR ANTARA *JOB INVOLVEMENT* DAN *INNOVATIVE WORK BEHAVIOR* PADA KARYAWAN GENERASI Z DI SLEMAN, YOGYAKARTA

Priskila Ajeng Windiyanaputri

Abstrak

Penelitian ini bertujuan untuk menganalisis peran *learning agility* sebagai mediator antara *job involvement* dan *innovative work behavior* pada karyawan generasi Z di Sleman, Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *nonprobability sampling* sejumlah 102 responden. Pengumpulan data primer menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yaitu dengan uji validitas dengan *Average Variance Extracted* (AVE), uji reliabilitas menggunakan *Composite Reliability* (CR), dan uji hipotesis dengan uji bootstrapping menggunakan program SMARTPLS 4.0. Hasil penelitian menunjukkan bahwa *job involvement* berpengaruh positif dan signifikan terhadap *innovative work behavior*, kemudian *learning agility* berpengaruh positif dan signifikan terhadap *innovative work behavior*, dan *learning agility* terbukti mampu memperkuat pengaruh *job involvement* terhadap *innovative work behavior*.

Kata Kunci: *Job Involvement, Innovative Work Behavior, Learning Agility, Generasi Z*

 08/ '24
/08

THE ROLE OF LEARNING AGILITY AS MEDIATOR BETWEEN JOB INVOLVEMENT AND INNOVATIVE WORK BEHAVIOR ON Z GENERATION EMPLOYEE IN SLEMAN, YOGYAKARTA

Priskila Ajeng Windiyanaputri

Abstract

This study aims to analyze the role of learning agility as a mediator between job involvement and innovative work behavior in generation Z employees in Sleman, Yogyakarta. The method used in sampling was nonprobability sampling of 102 respondents. Primary data collection used questionnaires that have been tested for validity and reliability. The data analysis techniques were validity test with Average Variance Extraction (AVE), reliability test using Composite Reliability (CR), and hypothesis test with bootstrapping test using the SMARTPLS 4.0 program. The results of the study show that job involvement has a positive and significant effect on innovative work behavior, then learning agility has a positive and significant effect on innovative work behavior, and learning agility is proven to be able to strengthen the influence of job involvement on innovative work behavior.

Keyword: *Job Involvement, Innovative Work Behavior, Learning Agility, Z Generation*