

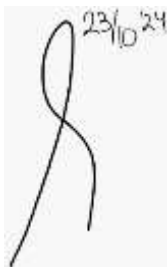
**PENGARUH KEPEMIMPINAN INKLUSIF DAN BUDAYA ORGANISASI  
TERHADAP PERILAKU INOVATIF KARYAWAN DIMEDIASI OLEH  
*PERCIVED ORGANIZATIONAL SUPPORT* (PADA KARYAWAN  
GENERASI Z YANG BEKERJA DI DAERAH ISTIMEWA  
YOGYAKARTA)**

**Dewi Supiyati**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan inklusif dan budaya organisasi terhadap perilaku inovatif karyawan dimediasi oleh *perceived organizational support*. Penelitian ini menggunakan pendekatan kuantitatif, dengan metode pengumpulan data menggunakan kuesioner. Sampel dalam penelitian ini adalah generasi Z yang bekerja di D.I Yogyakarta dengan jumlah sampel sebanyak 117 responden. Teknik pengambilan sampel menggunakan teknik pengambilan sampel nonprobability sampling. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heterokedestisitas, analisis linear berganda, uji t, uji f, koefisien determinasi dan analisis jalur. Berdasarkan uji t, variabel kepemimpinan inklusif memiliki nilai t hitung sebesar  $3,666 > t$  tabel  $1,288$ , dengan nilai signifikan sebesar  $0,000 < 0,05$ . Hasil uji t, variabel budaya organisasi memiliki nilai t hitung sebesar  $3,326 > t$  tabel  $1,288$ , dengan nilai signifikan sebesar  $0,001 < 0,05$ . Dapat disimpulkan bahwa variabel kepemimpinan inklusif dan budaya organisasi berpengaruh positif dan signifikan terhadap perilaku inovatif karyawan. Berdasarkan hasil koefisien determinasi, diketahui nilai Adjusted R Square sebesar  $0,703$ , artinya bahwa perilaku inovatif karyawan dipengaruhi oleh kepemimpinan inklusif, budaya organisasi dan *perceived organizational support* sebesar  $71,1\%$ , sedangkan sisanya  $28,9\%$  dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

**Kata Kunci:** *Kepemimpinan inklusif, Budaya Organisasi, Perilaku Inovatif Karyawan, Perceived Organizational Support*



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**THE INFLUENCE OF INCLUSIVE LEADERSHIP AND  
ORGANIZATIONAL CULTURE ON EMPLOYEE INNOVATIVE BEHAVIOR  
MEDIATED BY PERCEIVED ORGANIZATIONAL SUPPORT (AMONG  
GENERATION Z EMPLOYEES WORKING IN THE SPECIAL REGION OF  
YOGYAKARTA)**

***Dewi Supiyati***

***Abstract***

*This study aimed to determine the effect of inclusive leadership and organizational culture on innovative employee behavior mediated by perceived organizational support. This study used a quantitative approach with data collection methods using questionnaires. The sample in this study was Generation Z, who works in D. I. Yogyakarta, with a total sample of 117 respondents. The sampling technique used is a non-probability sampling technique. The tests used were the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, t-test, F-test, coefficient of determination, and path analysis. Based on the t-test, the inclusive leadership variable had a t-count value of 3.666 > t-table 1.288, with a significance value of 0.000 < 0.05. The t-test results show that the organizational culture variable has a t-count value of 3.326 > t-Table 1.288, with a significance value of 0.001 < 0.05. It can be concluded that inclusive leadership and organizational culture have a positive and significant effect on innovative employee behavior. Based on the coefficient of determination results, it is known that the Adjusted R Square value is 0.703, meaning that employee innovative behavior is influenced by inclusive leadership, organizational culture, and perceived organizational support by 71.1%, while the remaining 28.9% is influenced by other variables not examined in this study.*

***Keywords:*** *Inclusive Leadership, Organizational Culture, Employee Innovative Behavior, Perceived Organizational Support.*