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Budaya Organisasi dan Perilaku Kerja Inovatif Pada Karyawan Kopiria

Deabravita Prameswari¹, Dian Dwi Nur Rahmah²
¹Department of Psychology, Mulawarman University, Indonesia
Email: ¹deabravita@gmail.com, ²dian.dnr@fkip.unmul.ac.id

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ABSTRACT
Indonesia is one of the best coffee bean producing countries with a distinctive taste, so it is used as an opportunity for the F&B business sector. Increasing business in the F&B sector increases competition so innovation is needed to improve employee quality by implementing innovative work behaviors in the workplace by strengthening organizational values. This study aims to determine the relationship between organizational culture and innovative work behavior among Kopiria employees in Samarinda. This study uses a quantitative approach. The subjects of this study were 30 employees who were selected using a saturated sampling technique. The data collection method used is a scale of innovative work behavior and organizational culture. The collected data were analyzed by testing the product moment correlation hypothesis analysis. The results showed that there was a positive and significant relationship between organizational culture and innovative work behavior among Kopiria employees with $r_{count} = 0.381 > r_{table} = 0.361$ and $p = 0.038 (p < 0.05)$. That is, the better the organizational culture that exists in the workplace, the higher the innovative work behavior applied by employees and vice versa, the worse the organizational culture is implemented, the lower the innovative work behavior of Kopiria employees.

ABSTRAK
Indonesia masuk ke dalam salah satu negara penghasil biji kopi terbaik yang memiliki cita rasa khas, sehingga dimanfaatkan menjadi peluang bagi sektor bisnis F&B. Peningkatan bisnis bidang F&B meningkatkan persaingan sehingga diperlukannya inovasi untuk meningkatkan kualitas karyawan dengan penerapan perilaku kerja inovatif di tempat kerja dengan memperkuat nilai-nilai organisasi. Penelitian ini bertujuan untuk mengetahui hubungan budaya organisasi dengan perilaku kerja inovatif pada karyawan Kopiria di Samarinda. Penelitian ini menggunakan pendekatan kuantitatif. Subjek penelitian ini berjumlah 30 karyawan yang dipilih menggunakan teknik sampling jenuh. Metode pengumpulan data yang digunakan adalah skala perilaku kerja inovatif dan budaya organisasi. Data yang terkumpul dianalisis dengan uji analisis hipotesis korelasi product moment. Hasil penelitian menunjukkan bahwa terdapat hubungan positif dan signifikan budaya organisasi dengan perilaku kerja inovatif pada karyawan Kopiria dengan nilai $r_{hitung} = 0,381 > r_{tabel} = 0,361$ dan nilai $p = 0,038 (p < 0,05)$. Artinya, semakin baik budaya organisasi yang terdapat di tempat kerja maka, semakin tinggi perilaku kerja inovatif yang diterapkan karyawan dan sebaliknya, semakin buruk budaya organisasi yang diterapkan, maka semakin rendah perilaku kerja inovatif karyawan Kopiria.

Kata kunci
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Corresponding Author:
Dian Dwi Nur Rahmah
Program Studi Psikologi
Fakultas Ilmu Sosial dan Ilmu Politik
Universitas Mulawarman
Email: dian.dnr@fkip.unmul.ac.id

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