

RINGKASAN

Penelitian terkait otonomi kerja dan *person-job fit* terhadap perilaku kerja inovatif telah banyak dilakukan, namun masih sedikit yang menguji mekanisme efikasi diri kreatif pada hubungan variabel tersebut, serta penelitian pada konteks generasi Z yang lahir pada tahun 1996-2010 yang baru saja memasuki dunia kerja pada tahun 2016. Penelitian ini merupakan penelitian survei dengan sifat asosiatif, yaitu menyelidiki hubungan pengaruh antar variabel yang diteliti. Teknik pengambilan sampel berupa *purposive sampling* dengan 265 responden. Analisis penelitian ini menggunakan *Partial Least Square* dengan bantuan aplikasi SmartPLS.

Berdasarkan hasil penelitian ini, didapatkan simpulan bahwa: 1) Otonomi Kerja berpengaruh positif terhadap Efikasi Diri Kreatif, 2) *Person-Job Fit* (PJFit) berpengaruh positif terhadap Efikasi Diri Kreatif, 3) Efikasi Diri Kreatif berpengaruh positif terhadap Perilaku Kerja Inovatif, 4) Otonomi Kerja berpengaruh positif terhadap Perilaku Kerja Inovatif, 5) *Person-Job Fit* (PJFit) berpengaruh positif terhadap Perilaku Kerja Inovatif, 6) Efikasi Diri Kreatif memediasi hubungan pengaruh positif pada Otonomi Kerja terhadap Perilaku Kerja Inovatif, 7) Efikasi Diri Kreatif memediasi hubungan pengaruh positif pada *Person-Job Fit* (PJFit) terhadap Perilaku Kerja Inovatif.

Rekomendasi studi selanjutnya, dapat menguji faktor lain yang mempengaruhi perilaku kerja inovatif spesifik pada industri tertentu sehingga dapat memberikan gambaran rinci pada konteks karyawan generasi Z, serta menguji kembali mekanisme variabel mediasi pada hubungan asosiatif pada variabel di penelitian ini.

Kata kunci: otonomi kerja, *person-job fit*, efikasi diri kreatif, perilaku kerja inovatif

SUMMARY

Many types of research related to work autonomy and person-job fit on innovative work behavior have been carried out, but there are still few that have tested the creative self-efficacy mechanism on the relationship between these variables, as well as researches on the context of Generation Z that were born in 1996 to 2010 who have just entered the workforce in 2016. This research is a survey with an associative technique, which investigates the influence relationship between the variables in this research. The sampling technique was purposive sampling with 265 respondents. The analysis of this research uses Partial Least Square with SmartPLS application.

Based on the results in this research, it was concluded that: 1) Work Autonomy has a positive effect on Creative Self-Efficacy, 2) Person-Job Fit (PJFit) has a positive effect on Creative Self-Efficacy, 3) Creative Self-Efficacy has a positive effect on Innovative Work Behavior, 4) Work Autonomy has a positive effect on Innovative Work Behavior, 5) Person-Job Fit (PJFit) has a positive effect on Innovative Work Behavior, 6) Creative Self-Efficacy mediates the positive influence relationship on Work Autonomy and Innovative Work Behavior, 7) Creative Self-Efficacy mediates the influence relationship positive relationship on Person-Job Fit (PJFit) and Innovative Work Behavior.

The recommendations for further research are to examine other factors that influence specific innovative work behavior in certain industries; so that it can provide a detailed description in the context of Generation Z employees; as well as to re-examine the mechanism of mediating variables on the associative relationship of variables in this research.

Keywords: work autonomy, person-job fit, creative self-efficacy, innovative work behavior