

RINGKASAN

Penelitian ini merupakan survei pada karyawan PLN UP2D Jateng & DIY. Penelitian ini mengambil judul: “**Anteseden Pada Inovasi Pegawai PLN UP2D Jateng & DIY**”.

Tujuan penelitian ini untuk mengetahui pengaruh persepsi dukungan organisasi dan kemampuan kerja, terhadap inovasi, motivasi ekstrinsik dan intrinsik sebagai variabel moderasi. Responden dalam penelitian ini karyawan PLN UP2D Jateng & DIY. Responden dalam penelitian ini menggunakan teknik sensus, artinya semua karyawan dijadikan sebagai responden. Jumlah kuesioner yang berhasil dikumpulkan dari responden berjumlah 65 kuesioner.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan PLS diperoleh kesimpulan bahwa: 1. Persepsi dukungan organisasi berpengaruh positif terhadap inovasi. 2. Kemampuan kerja berpengaruh positif terhadap inovasi. 3. Motivasi ekstrinsik tidak memoderasi dan memperkuat persepsi dukungan organisasi terhadap inovasi. 4. Motivasi ekstrinsik memoderasi dan memperkuat kemampuan kerja terhadap inovasi. 5. Motivasi intrinsik tidak memoderasi dan memperkuat persepsi dukungan organisasi terhadap inovasi. 6. Motivasi intrinsik memoderasi dan memperkuat kemampuan kerja terhadap inovasi.

Berdasarkan hasil tersebut maka dapat dilihat bahwa persepsi dukungan organisasi dan kemampuan kerja merupakan variabel yang dapat mendorong inovasi. Motivasi secara ekstrinsik ataupun intrinsik tidak memoderasi dan memperkuat persepsi dukungan organisasi terhadap inovasi. Namun, motivasi baik ekstrinsik ataupun intrinsik dapat memoderasi dan memperkuat kemampuan kerja terhadap inovasi.

Penelitian menunjukkan pentingnya persepsi dukungan organisasi dan kemampuan kerja dalam mendukung inovasi. Artinya kehadiran organisasi dan peningkatan kemampuan karyawan adalah hal yang penting. Penelitian kemudian menunjukkan persepsi dukungan organisasi terhadap inovasi tidak dapat dimoderasi motivasi ekstrinsik atau intrinsik. Artinya persepsi karyawan terhadap perusahaan tidak berubah meskipun ada dorongan secara ekstrinsik dan intrinsik. Terakhir, penelitian menunjukkan kemampuan kerja terhadap inovasi dapat dimoderasi motivasi ekstrinsik dan intrinsik. Artinya pengaruh kemampuan kerja terhadap inovasi diperkuat ketika karyawan memiliki motivasi ekstrinsik dan intrinsik. Variabel lain yang tidak diteliti mungkin dapat berpengaruh dalam meningkatkan inovasi karyawan.

Kata Kunci: Kemampuan Kerja, Persepsi Dukungan Organisasi, Motivasi Ekstrinsik, Motivasi Intrinsik, Inovasi.

SUMMARY

This research was a survey of PLN UP2D Central Java & DIY employees. With the title: “**Antecedents Of Innovation PLN UP2D Central Java & DIY Employees**”.

The purpose of this study was to determine the effect of perceived organizational support and work ability on innovation, extrinsic and intrinsic motivation as moderating variables. Respondents in this study were employees of PLN UP2D Central Java & DIY. Respondents in this study used a saturated sample, meaning that all employees were used as respondents. The number of questionnaires that were successfully collected from the respondents amounted to 65 questionnaires.

Based on the results of research and data analysis using PLS, it can be concluded that: 1. Perceived organizational support have a positive effect on innovation. 2. Work ability has a positive effect on innovation. 3. Extrinsic motivation does not moderate and strengthen perceived organizational support for innovation. 4. Extrinsic motivation moderates and strengthens the ability to work on innovation. 5. Intrinsic motivation does not moderate and strengthen the perceived organizational support for innovation. 6. Intrinsic motivation moderates and strengthens the ability to work on innovation.

Based on these results, it can be seen that the perception of organizational support and work ability are variables that can encourage innovation. Extrinsic or intrinsic motivation does not moderate and strengthen perceptions of organizational support for innovation. However, both extrinsic and intrinsic motivation can moderate and strengthen the ability to work towards innovation..

Research shows the importance of perceived organizational support and employability in supporting innovation. This means that the presence of the organization and the improvement of employee capabilities are important. Later research showed that perceived organizational support for innovation could not be moderated by extrinsic or intrinsic motivation. This means that employees' perceptions of the company do not change even though there are extrinsic and intrinsic incentives. Finally, research shows that employability towards innovation can be moderated by extrinsic and intrinsic motivation. This means that the effect of work ability on innovation is strengthened when employees have extrinsic and intrinsic motivation. Other variables not examined may have an effect on increasing employee innovation.

Keywords: Work Ability, Perception Organizational Support, Extrinsic Motivation, Intrinsic Motivation, Innovation.