

RINGKASAN

Penelitian ini, merupakan penelitian pada kanwil Direktorat Jenderal Perbendaharaan Jawa Tengah. Penelitian ini berjudul “Pengaruh *Happiness At Workplace, Openness To Experience, Dan Love Of Money Terhadap Innovative Work Behavior* Pada Kantor Wilayah Direktorat Jenderal Perbendaharaan Jawa Tengah”.

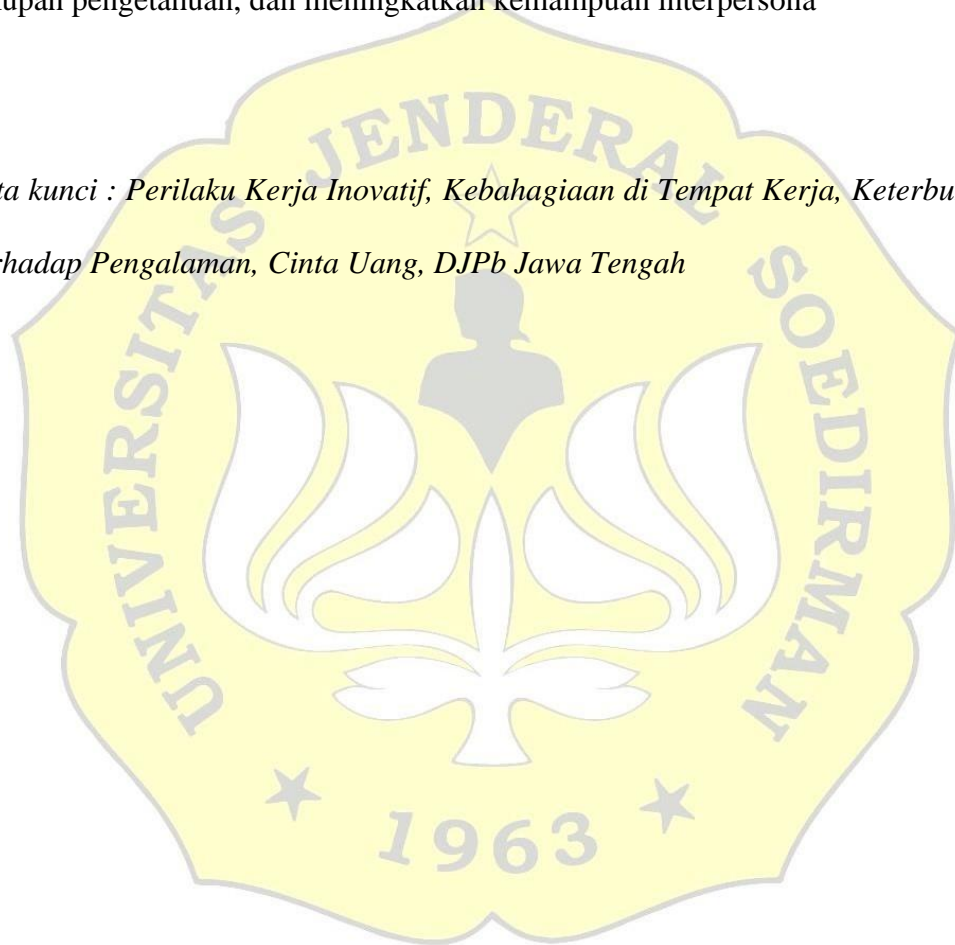
Penelitian ini bertujuan untuk menganalisis pengaruh *happiness at workplace, openness to experience, dan love of money* terhadap *innovative work behavior*. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan kuesioner sebagai teknik pengumpulan data. Populasi pada penelitian ini yaitu 72 pegawai kantor wilayah Direktorat Jenderal Perbendaharaan Jawa Tengah. Metode yang digunakan untuk pengambilan sampel yaitu metode nonprobability sampling dengan teknik sampling jenuh yang akan diuji menggunakan software Statistical Product and Service Solutions (SPSS).

Berdasarkan hasil penelitian dan analisis data menunjukkan bahwa: 1) Terdapat pengaruh negatif dan tidak signifikan antara *happiness at workplace* terhadap *innovative work behavior*.; 2) Terdapat pengaruh positif dan signifikan antara *openness to experience* terhadap *innovative work behavior*; 3) Adanya pengaruh positif tetapi tidak signifikan antara *love of money* terhadap *innovative work behavior*.

Implikasi berdasarkan hasil penelitian yaitu pemimpin dapat mempertimbangkan untuk membuat lingkungan kerja yang mendukung ide-ide

baru, memberikan ruang eksperimen, dan mendorong karyawan untuk berbagi pandangan dan ide. Selain itu, keterbukaan terhadap pengalaman dapat didefinisikan sebagai kemampuan yang dapat dikembangkan dan ditingkatkan melalui pelatihan dan pengembangan. Meningkatkan keterbukaan terhadap pengalaman dapat dicapai melalui pelatihan tentang kesadaran diri, memperluas cakupan pengetahuan, dan meningkatkan kemampuan interpersona

Kata kunci : Perilaku Kerja Inovatif, Kebahagiaan di Tempat Kerja, Keterbukaan Terhadap Pengalaman, Cinta Uang, DJPb Jawa Tengah



SUMMARY

This research is a study at the regional office of the Directorate General of Treasury of Central Java. This research is entitled "The Effect of Happiness At Workplace, Openness To Experience, and Love Of Money on Innovative Work Behavior at the Regional Office of the Directorate General of Treasury of Central Java".

This study aims to analyze the influence of happiness at workplace, openness to experience, and love of money on innovative work behavior. This study uses a quantitative approach using a questionnaire as a data collection technique. The population in this study is 72 employees of the regional office of the Directorate General of Treasury of Central Java. The method used for sampling is the nonprobability sampling method with a saturated sampling technique which will be tested using Statistical Product and Service Solutions (SPSS) software.

Based on the results of research and data analysis, it shows that: 1) There is a negative and insignificant influence between happiness at workplace and innovative work behavior.; 2) There is a positive and significant influence between openness to experience on innovative work behavior; 3) There is a positive but not significant influence between love of money and innovative work behavior.

The implication based on the results of the research is that leaders may consider creating a work environment that supports new ideas, provides space for experimentation, and encourages employees to share views and ideas. In addition, openness to experience can be defined as abilities that can be developed and improved through training and development. Increasing openness to learning can be achieved through training on self-awareness, expanding the scope of knowledge, and improving interpersonal skills

Keywords: Innovative Work Behavior, Happiness at Workplace, Openness to Experience, Love of Money, DJPb Central Java.