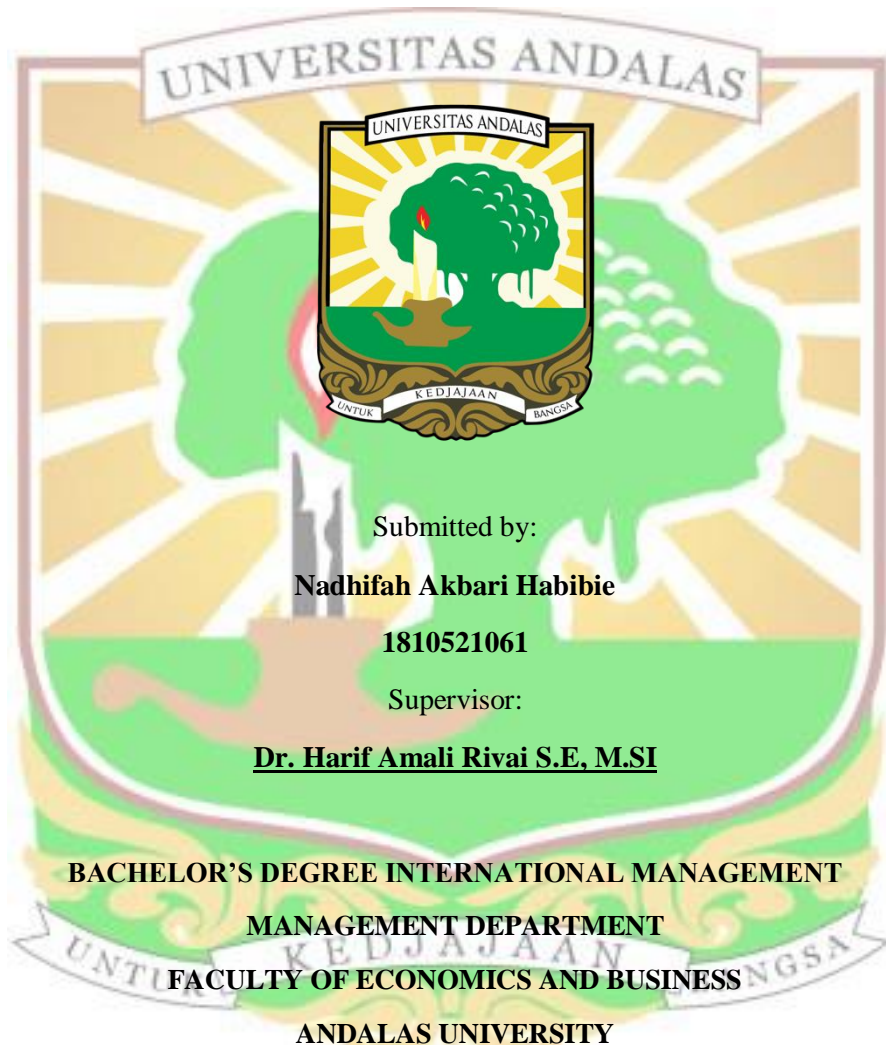


**Impact of Inclusive Leadership, Perceived Organizational Support and Person-Job Fit on
Innovative Work Behavior: Case in Lecturers of Politeknik Negeri Padang (PNP)**

THESIS

*Thesis is submitted to fulfill the requirements for a bachelor's degree in management Department –
Faculty of Economy and Business*



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Impact of Inclusive Leadership, Perceived Organizational Support and Person-Job Fit on Innovative Work Behavior: Case in Lecturers of Politeknik Negeri Padang (PNP)

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ABSTRACT

With vocational HEI's are becoming a more popular choice for high school graduates in Indonesia due to it producing a skilled graduate ready to enter the workforce, vocational HEI's need to maintain its organizational performance especially with the increasing competitions amongst all the vocational HEI's in Indonesia. The challenge comes to the vocational HEI's to determine ways to increase their performance. Perhaps the need of innovations are the answer to increasing organizational performance. According to previous research, leadership, organizational support and how well fitting the employee are to their job has a direct impact on innovative work behaviors of employees. This study aims find out the impact of inclusive leadership, perceived organizational support, person-job fit on innovative work behavior: case in lecturers of Politeknik Negeri Padang (PNP). This study quantitative research methods with online survey techniques. In this study, questionnaires were given to 175 lecturers of PNP. Data analysis used SPSS 21.0 This study found that Inclusive Leadership, Perceived Organizational Support and Person-Job Fit influences innovative work behaviors of lecturers in PNP, positive significantly.

Keywords: *Inclusive Leadership, Perceived Organizational Support, Person-Job Fit, Innovative Work Behavior.*

This thesis is already examined and passed on August 22nd, 2022. This abstract already approved by supervisor and examiners:

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