

***PSYCHOLOGICAL EMPOWERMENT SEBAGAI  
PEMEDIASIHUBUNGAN ANTARAPENGARUH SUPPORT FOR  
INNOVATION, LEADER MEMBER EXCHANGE, TERHADAP  
INNOVATIVE WORK BEHAVIORPADA KARYAWAN BANK NAGARI SE  
KOTA PADANG***

**TESIS**



Diajukan Oleh:

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**PROGRAM STUDI S2 MAGISTER MANAJEMEN  
FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS ANDALAS  
PADANG  
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Diajukan sebagai Salah Satu Syarat untuk Mencapai Gelar Magister Manajemen  
Pada Program Studi Magister Manajemen Fakultas Ekonomi dan Bisnis  
Universitas Andalas



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***Psychological Empowerment* sebagai Pemediasi Hubungan Antara Pengaruh *Support for Innovation, Leader Member Exchange* terhadap *Innovative Work Behavior* Pada Karyawan Bank Nagari se Kota Padang**

Tesis Oleh Fikri Hasbi

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**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis *Psychological Empowerment* sebagai Pemediasi Dalam Pengaruh *Support For Innovation, Leader Member Exchange*, Terhadap *Innovative Work Behavior* Pada Karyawan Bank Nagari Se Kota Padang. Dalam penelitian ini populasi terdiri dari seluruh karyawan Marketing dan IT Bank Nagari se Kota Padang dengan jumlah 101 orang dengan metode penarikan sampelnya berdasarkan Isaac dan Michael sehingga ditemukan jumlah sampel sebanyak 78 orang. Metode analisis yang digunakan adalah analisis statistik deskriptif dan analisis deskripsi faktor menggunakan software SmartPLS 4.0. Hasil penelitian menunjukkan bahwa *support for innovation* tidak berpengaruh terhadap *innovaitve work behavior* karyawan, *support for innovation* berpengaruh positif dan signifikan terhadap *psychological empowerment* karyawan, *leader member exchange* tidak berpengaruh terhadap *innovaitve work behavior* karyawan, *leader member exchange* berpengaruh positif dan signifikan terhadap *psychological empowerment* karyawan, *psychological empowerment* berpengaruh positif dan signifikan terhadap *innovaitve work behavior* karyawan, *psychological empowerment* memediasi hubungan antara *support for innovation* terhadap *innovaitve work behavior* karyawan dan *psychological empowerment* memediasi hubungan antara *leader member exchangeterhadap innovaitve work behavior* karyawan Bank Nagari se Kota Padang.

**Kata kunci:** *Support For Innovation, Leader Member Exchange, Psychological Empowerment Innovative Work Behavior*

# **Psychological Empowerment as a Mediator for the Relationship Between the Influence of Support for Innovation, Leader Member Exchange on Innovative Work Behavior in Bank Nagari Employees throughout Padang City**

Thesis by Fikri Hasbi

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## **ABSTRACT**

The purpose of this research is to know and analyze Psychological Empowerment As a Mediator in the Influence of Support For Innovation, Leader Member Exchange , on Innovative Work Behavior Bank Nagari Employees throughout Padang City . In this study the population consisted of all Marketing and IT employees of Bank Nagari throughout Padang City with a total of 101 people. The sampling method based on Isaac and Michael so that a total sample of 78 people was found. The analytical method used is descriptive statistical analysis and factor description analysis using software SmartPLS 4.0. The results showed that support for innovation has no effect on employee innovative work behavior , support for innovation has a positive and significant effect on employee psychological empowerment , leader member exchange has no effect on employee innovative work behavior , leader member exchange has a positive and significant effect on employee psychological empowerment , psychological empowerment has a positive and significant effect on employee innovative work behavior, psychological empowerment mediates the relationship between support for innovation on innovative work behavior of employees and psychological empowerment mediates the relationship between leader member exchange on innovative work behavior of Bank Nagari employees throughout Padang City.

**Keywords:** *Support For Innovation, Leader Member Exchange , Psychological Empowerment Innovative Work Behavior*