

PERAN *INCLUSIVE LEADERSHIP* TERHADAP *INNOVATIVE WORK BEHAVIOR* PADA KARYAWAN *STARTUP*

SKRIPSI

**Diajukan Untuk Memenuhi Salah Satu Syarat Untuk Mendapatkan
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**THE ROLE INCLUSIVE LEADERSHIP ON INNOVATIVE WORK
BEHAVIOR AMONG STARTUP EMPLOYEES**

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ABSTRACT

The increasing number of startups in Indonesia requires employees to possess innovative work behavior in order for startups to remain competitive in the market. One factor that can enhance employees' innovative work behavior is leadership, particularly inclusive leadership. This study aims to examine the effect of inclusive leadership on innovative work behavior among startup employees. This study employed a quantitative method with a causal research design. The participants consisted of 196 employees working in startups across Java Island. The sampling method used was non-probability sampling with a convenience sampling technique. Inclusive leadership was measured using The Inclusive Leadership Measurement Scale, while innovative work behavior was measured using the Innovative Work Behavior Scale, both of which had been adapted into the Indonesian language. The reliability coefficient of the inclusive leadership scale was .866, and the reliability coefficient of the innovative work behavior scale was also .898. Based on the results of a simple linear regression analysis, the regression equation obtained was $Y = 6.202 + 0.671X$, with a significance value of $p = .000$ ($p < .05$). The findings indicate that inclusive leadership significantly predicts innovative work behavior among startup employees. Higher levels of inclusive leadership are associated with higher levels of innovative work behavior, whereas lower levels of inclusive leadership are associated with lower levels of innovative work behavior.

Keywords: *inclusive leadership, innovative work behavior, startup*

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ABSTRAK

Perkembangan jumlah *startup* di Indonesia yang terus meningkat menuntut karyawan untuk memiliki *innovative work behavior* agar *startup* senantiasa mampu bersaing di tengah pasar. Salah satu faktor yang dapat meningkatkan *innovative work behavior* pada karyawan adalah *leadership*, salah satunya gaya kepemimpinan *inclusive leadership*. Penelitian ini bertujuan untuk mengetahui pengaruh antara *inclusive leadership* terhadap *innovative work behavior* pada karyawan *startup*. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan desain kausalitas. Responden pada penelitian ini berjumlah 196 karyawan yang bekerja di *startup* Pulau Jawa. Metode pengambilan sampel yang digunakan adalah *non-probability sampling* dengan teknik *convenience sampling*. *Inclusive leadership* diukur menggunakan *The Inclusive Leadership Measurement Scale* dan *innovative work behavior* diukur menggunakan *Innovative Work Behavior Scale* yang telah diadaptasi ke dalam bahasa Indonesia. Reliabilitas pada skala *inclusive leadership* sebesar .866 dan skala *innovative work behavior* sebesar .898. Berdasarkan hasil analisis data menggunakan uji regresi linear sederhana, diperoleh persamaan $Y = 6.202 + 0.671X$ dengan nilai $p = .000$ ($p < .05$) sehingga dapat disimpulkan bahwa terdapat pengaruh yang signifikan antara *inclusive leadership* terhadap *innovative work behavior* pada karyawan *startup*. Semakin tinggi *inclusive leadership*, semakin tinggi pula *innovative work behavior* karyawan *startup*. Sebaliknya, semakin rendah *inclusive leadership*, semakin rendah pula tingkat *innovative work behavior* karyawan *startup*.

Kata Kunci : *inclusive leadership, innovative work behavior, startup*