

**THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND  
INNOVATIVE CULTURE ON INNOVATIVE WORK BEHAVIOR WITH  
EMPLOYEE CREATIVITY AS A MEDIATING VARIABLE IN STATE  
POLYTECHNIC OF PADANG**

**SKRIPSI**

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### ABSTRACT

Higher Education Institution (HEIs) is now faced global challenge that forced institution to work hard in order to compete globally. As leadership plays important roles in achieving the competitive advantage, having innovation and creativity could challenge this competition. Transformational leader articulates the future vision of the organization which could be shared with employees. By stimulating the employees intellectually and by giving attention, thus, it effectively boosted the employee creativity. The Innovation demands the involvement of the individual of every employee through their full potential. The purpose of this research is to explore the influence of transformational leadership and innovative culture on innovative work behavior with employee creativity as a mediating variable in State Polytechnic of Padang. The sample criteria of this research were lecturers whom already civil servants in State Polytechnic of Padang. This research used Non-Probability Sampling with Purposive Sampling technique and the total sample collected in this research were 80 respondents. The questionnaire was used to collect the data by using likert scale. To analyze the data, Ms Excel for the characteristic respondent, and Smart PLS 3.0 for descriptive analysis to analyze the indicators and hypothesis were used in this research. The result of this research shows that innovative culture is significantly and positively related on innovative work behavior and employee creativity in State Polytechnic of Padang. On the other hand, the transformational leadership are insignificantly related on the employee creativity in State Polytechnic of Padang.

**Keywords: Transformational Leadership, Innovative Culture, Employee Creativity, Innovative Work Behavior**

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