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LAMPIRAN I
MAPPING PENELITIAN TERDAHULU

No	Judul Penelitian	Tahun	Identitas Karya Ilmiah	Alamat berkas jurnal	Variabel	Metode Penelitian	Hasil	Ket.
1	<i>Transformational leadership and Innovative Work Behaviour: the mediating role of Psychological Empowerment</i>	2021	Nama Penulis: 1. Stanescu, D. F 2. Zbucea, A. 3. Pinzaru, F. Nama Jurnal: Leadership & Organization Development Journal, 42(4), 612–627.	https://doi.org/10.1108/K-07-2019-0491	Variabel Terikat: <i>Innovative Work Behaviour</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: <i>Psychological Empowerment</i>	Objek: Pegawai/Employees Populasi: 139 karyawan Sampel: 139 karyawan Teknik sampling: purposive sampling Teknik analisis data: PLS	1. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>Innovative Work Behaviour</i> (IWB) 2. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>Psychological Empowerment</i> 3. <i>Psychological Empowerment</i> berperan sebagai mediasi dalam hubungan <i>Transformational leadership</i> terhadap IWB	Artikel Utama H2 H6
2	<i>Status Quos Are Made to be Broken: The Roles of Transformational leadership, Job Satisfaction, Psychological Empowerment, and Voice Behavior</i>	2021	Nama Penulis: 1. Sehrish Ilyas 2. Ghulam Abid 3. Fouzia Ashfaq 4. Muhammad Ali 5. Wasif Ali. Nama Jurnal: SAGE Open, April–June 2021: 1–14.	https://doi.org/10.1177/21582440211006734	Variabel Terikat: <i>Voice Behavior (Perilaku Suara Karyawan)</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: 1. <i>Job Satisfaction</i> 2. <i>Psychological Empowerment</i>	Objek: Karyawan sektor publik & swasta di Pakistan Populasi & Sampel: 211 responden (multiwave survey, purposive sampling) Teknik Analisis Data: Hayes Process Macro (Model 4), PLS, CFA	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Voice Behavior</i> . 2. <i>Job Satisfaction</i> memediasi sebagian hubungan <i>Transformational leadership</i> terhadap <i>Voice Behavior</i> . 3. <i>Psychological Empowerment</i> juga memediasi sebagian hubungan <i>Transformational leadership</i> terhadap <i>Voice Behavior</i> . 4. Kedua mediasi (<i>Job Satisfaction</i> & <i>Psychological Empowerment</i>) berperan sebagai parallel mediasi tanpa perbedaan signifikan.	Artikel Pendukung H6 H7
3	<i>Effect of Transformational leadership on job satisfaction,</i>	2022	Nama Penulis: Nguon, V.	https://doi.org/10.5539/ijbm.v17n12p75	Variabel Terikat: 1. <i>Job Satisfaction</i> 2. <i>Innovative Work Behaviour</i>	Objek: Studi literatur tentang penerapan kepemimpinan	1. <i>Transformational leadership</i> berpengaruh positif terhadap <i>Job Satisfaction</i> .	Artikel Pendukung H1

	<i>Innovative Behavior, and Work Performance: A conceptual review</i>		Nama Jurnal: International Journal of Business and Management, 17(12), 75–83.		<i>3. Work Performance</i> Variabel Bebas: <i>Transformational leadership;</i>	transfasional di berbagai negara. Populasi: Artikel dan penelitian terkait kepemimpinan transfasional, kepuasan kerja, perilaku inovatif, dan kinerja kerja. Sampel: Literatur relevan yang dikaji secara ekstensif. Nama Systematic literature review (tinjauan pustaka).	2. Transformational leadership berpengaruh positif terhadap Innovative Work Behavior. 3. <i>Transformational leadership</i> berpengaruh positif terhadap <i>Work Performance</i> . 4. <i>Job Satisfaction</i> berpengaruh positif terhadap <i>Work Performance</i> . 5. <i>Innovative Work Behavior</i> berpengaruh positif terhadap <i>Work Performance</i> . 6. <i>Job Satisfaction</i> dan <i>Innovative Work Behavior</i> berperan sebagai mediasi dalam pengaruh <i>Transformational leadership</i> terhadap <i>Work Performance</i> . 7. <i>Transformational leadership</i> , <i>Job Satisfaction</i> , dan <i>Innovative Work Behavior</i> secara independen berdampak positif pada <i>Work Performance</i> .	H3
4.	<i>Who Else Wants to Work Innovatively? The Role of Transformational leadership in the Workplace</i>	2023	Nama Penulis: 1. Alfilia Hilda Rahmatika 2. Susanti Saragih Nama Jurnal: Organization and Human Capital Development (ORCADEV) Vol. 2 No. 2 Hal. 88–97 ISSN: 2830-6034	https://www.academia.edu/download/108854791/959.pdf	Variabel Terikat: <i>Innovative Work Behavior</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: <i>Job Satisfaction</i>	Objek: Guru SMA dan SMK di pinggiran Kota Bandung Populasi: Guru SMA/SMK Sampel: 212 guru (<i>purposive sampling</i>) Teknik analisis data: PLS-SEM (<i>SmartPLS 3.2.9</i>)	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 2. <i>Job Satisfaction</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 3. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Job Satisfaction</i> . 4. <i>Job Satisfaction</i> memediasi hubungan <i>Transformational leadership</i> dan <i>Innovative Work Behavior</i> .	H5 H7

5	<i>How Political Skills Shape Innovative Work Behavior in Local Government: The Mediating Effect of Job Satisfaction</i>	2024	<p>Nama Penulis: 1. David B.W. Pandie 2. I Putu Yoga Bumi Pradana 3. Boni Saputra 4. Nadia Sasmita Wijayanti</p> <p>Nama Jurnal: Viešoji politika ir administravimas Vol.23 Issue.4 Hal. 608-628</p> <p>ISSN 1648-2603 (print) ISSN 2029-2872 (online)</p>	https://www.ceeoL.com/search/article-detail?id=1323796	<p>Variabel Terikat: <i>Innovative Work Behavior (IWB)</i></p> <p>Variabel Bebas: <i>Political Skills</i></p> <p>Variabel Mediasi: <i>Job Satisfaction</i></p>	<p>Objek: Pegawai pemerintah Kota Kupang, Indonesia.</p> <p>Populasi: Seluruh pegawai pada kantor-kantor Pemerintah Kota Kupang (total 657 pegawai).</p> <p>Sampel: 657 responden yang mengisi kuesioner tertutup.</p> <p>Teknik Analisis : <i>Descriptive Analysis</i> dan <i>Structural Equation Modeling (SEM)</i>.</p>	<ol style="list-style-type: none"> <i>Political Skills</i> berpengaruh positif dan signifikan terhadap <i>Innovative Work Behavior</i>. <i>Political Skills</i> berpengaruh positif dan signifikan terhadap <i>Job Satisfaction</i>. Job Satisfaction berpengaruh positif dan signifikan terhadap <i>Innovative Work Behavior</i>. <i>Job Satisfaction</i> memediasi hubungan antara <i>Political Skills</i> dan <i>Innovative Work Behavior</i>, sehingga memperkuat pengaruh positif <i>Political Skills</i> terhadap perilaku inovatif pegawai. Peningkatan <i>Political Skills</i> dan perhatian pada <i>Job Satisfaction</i> penting bagi organisasi sektor publik untuk mendorong inovasi. 	H5
6	<i>Exploring the Relationship between Transformational leadership and Innovative Work Behavior: A Systematic Literature Review</i>	2023	<p>Nama Penulis: 1. Sueb 2. Sopiah</p> <p>Nama Jurnal: Jurnal Visi Manajemen Vol. 9 No. 2 Hal 62-83</p> <p>e-ISSN: 2528-2212; p-ISSN: 2303-3339,</p>	https://stiepari.org/index.php/jvm/article/view/287	<p>Variabel Terikat: <i>Innovative Work Behaviour</i></p> <p>Variabel Bebas: <i>Transformational leadership</i></p> <p>Variabel Mediasi: 1. <i>Psychological Empowerment</i> 2. <i>Job Satisfaction</i></p>	<p>Objek: Artikel-artikel jurnal internasional bertema <i>Transformational leadership</i> dan <i>Innovative Behavior</i> terindeks Scopus (2017–2023).</p> <p>Populasi: Seluruh publikasi Scopus terkait topik tersebut.</p> <p>Sampel: 31 jurnal relevan hasil seleksi.</p> <p>Teknik analisis: Systematic review menggunakan metode</p>	<ol style="list-style-type: none"> Transformational leadership berpengaruh positif terhadap <i>Innovative Work Behavior</i>. Organizational Support for <i>IWB</i> memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i>. Innovation Orientation dan Goal Culture memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i>. Meaningful Work memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i>. Digital Literacy memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i>. 	H1 H6

						PRISMA dengan pencarian melalui Publish or Perish.	6. <i>Team Work Quality</i> memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i> . 7. <i>Psychological Empowerment</i> memediasi pengaruh <i>Transformational leadership</i> terhadap <i>IWB</i>. 8. Motivation secara umum memediasi pengaruh <i>Transformational leadership</i> terhadap <i>Innovative Behavior</i> . 9. <i>Transformational leadership</i> secara keseluruhan memiliki pengaruh signifikan dalam mendorong perilaku kerja inovatif.	
7	<i>The Mediating Role Of Psychological Empowerment On The Relationship Between Innovative Work Behavior and Transformational leadership in Food and Beverage Employees: A Research Of Five Star Hotels in Antalya</i>	2022	Nama Penulis: Filiz Arslan Akdeniz Nama Jurnal: Journal of Gastronomy, Hospitality, and Travel (JGTR) Vol. 5 No. 2 Hal. 287–304 ISSN: 2619-9548	https://dergipark.org.tr/en/pub/jgttr/issue/68385/1064470	Variabel Terikat: <i>Innovative Work Behavior</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: <i>Psychological Empowerment</i>	Objek: Karyawan bagian food & beverage di hotel bintang lima Antalya Populasi: 700 karyawan di 17 hotel bintang lima Sampel: 700 responden (seluruh populasi) Teknik analisis data: SEM (AMOS)	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Empowerment</i> . 2. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i>. 3. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 4. <i>Psychological Empowerment</i> memediasi hubungan <i>Transformational leadership</i> terhadap <i>Innovative Work Behavior</i>.	H4 H7
8	<i>The Mediating Role of Psychological Empowerment on the</i>	2022	Nama Penulis: 1. Vishal Garg 2. Arun Kumar Attree 3. Vibhash Kumar	https://doi.org/10.1177/23220937221084436	Variabel Terikat: <i>Innovative Work Behaviour (IWB)</i>	Objek: Pegawai bank publik dan swasta di wilayah Delhi-NCR India	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behaviour</i>	H2 H4

	<i>Transformational leadership- Psychological Empowermentrelat ionship: A Study of Indian Banking Sector</i>		Nama Jurnal: South Asian Journal of Human Resources Management (ahead-of-print)		Variabel Bebas: <i>Transformational leadership (TL)</i> Variabel Mediasi: <i>Psychological Empowerment (PE)</i>	Populasi/Sampel: 203 pegawai (73% response rate) Teknik sampling: Random sampling bank branch, responden dipilih secara acak Teknik analisis data: <i>Structural Equation Modelling (AMOS)</i> dengan <i>bootstrapping</i> 5.000 <i>resamples</i>	2. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Empowerment</i> 3. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>IWB</i> 4. <i>Psychological Empowerment</i> memediasi secara parsial hubungan <i>Transformational leadership</i> terhadap <i>IWB</i>	
9	<i>Authentic and Transformational leadership and Innovative Work Behaviour: the moderating role of Psychological Empowerment</i>	2021	Nama Penulis: 1. Matej Grošelj 2. Matej Černe 3. Sandra Penger 4. Barbara Grah Nama Jurnal: European Journal of Innovation Management Vol. 24 No. 3, pp. 677-706 ISSN 1460-1060	https://doi.org/10.1108/EJIM-10-2019-0294	Variabel Terikat: <i>Psychological Empowerment(IWB)</i> Variabel Bebas: 1. <i>Authentic Leadership (AL)</i> 2. <i>Transformational leadership (TL)</i> Variabel Moderasi: <i>Psychological Empowerment (PE)</i>	Objek: Pegawai perusahaan teknologi multinasional (<i>IT service & software</i>) di Eropa Populasi/Sampel: 126 karyawan (dari 191 yang mengisi survei awal) Metode: Mixed-method (kuantitatif & kualitatif) dalam satu studi kasus Teknik Analisis: <i>Hierarchical regression analysis, Confirmatory Factor Analysis (AMOS)</i> , wawancara mendalam (4 pimpinan)	1. <i>Psychological Empowerment</i> memoderasi hubungan antara <i>Transformational leadership</i> dan <i>Innovative Work Behaviour</i> : pengaruh TL lebih kuat pada karyawan dengan tingkat PE tinggi 2. <i>Psychological Empowerment</i> juga memoderasi hubungan antara <i>Authentic Leadership</i> dan <i>Innovative Work Behaviour</i> . 3. Pada tingkat PE tinggi, perbedaan level AL/TL tidak banyak mempengaruhi IWB (responden tetap menunjukkan IWB tinggi). 4. Hasil kualitatif menegaskan pentingnya empowerment dan dukungan pimpinan dalam menumbuhkan perilaku inovatif karyawan.	H6
10	<i>How Transformational leadership Influences</i>	2021	Nama Penulis: 1. Fouzia Ashfaq 2. Ghulam Abid 3. Sehrish Ilyas	http://www.ijmp.jor.br/index.php/ijmp/article/view/1162	Variabel Terikat: <i>Innovative Behaviour (IB)</i>	Objek: Pegawai sektor publik besar di Lahore, Pakistan	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Empowerment</i>	H2

	<i>Innovative Behavior: The Mediating Role of Psychological Empowerment and Proactivity of Employees</i>		4. Anwer Hasnain Nama Jurnal: Independent Journal of Management & Production (IJM&P), Vol. 12, No. 1, Jan-Feb 2021 ISSN: 2236-269X		Variabel Bebas: <i>Transformational leadership (TL)</i> Variabel Mediasi: <i>Psychological Empowerment (PE)/Proactive Behaviour (PB)</i>	Populasi/Sampel: 230 pegawai & supervisor Teknik sampling: <i>Convenience sampling</i> Teknik analisis data: SPSS, AMOS, PROCESS Macro (Model 6), 2000 bootstrap	2. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>Proactive Behaviour</i> 3. <i>Proactive Behaviour</i> berpengaruh positif signifikan terhadap <i>Innovative Behaviour</i> 4. <i>Psychological Empowerment</i> memediasi hubungan TL terhadap IB 5. <i>Proactive Behaviour</i> memediasi hubungan TL terhadap IB 6. <i>Sequential mediation</i> PE terhadap PB signifikan dalam hubungan TL terhadap IB 7. Total effect TL terhadap IB signifikan.	
11	<i>Unpacking the Transformational leadership-Innovative Work Behavior Relationship: The Mediating Role of Psychological Capital</i>	2021	Nama Penulis: 1. HyeonUk Bak 2. Myung H. Jin 3. Bruce D. McDonald III Nama Jurnal: Public Performance & Management Review	https://www.tandfonline.com/doi/abs/10.1080/15309576.2021.1939737	Variabel Terikat: <i>Innovative Work Behavior (IWB)</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: <i>Psychological Capital</i>	Objek: Pegawai pemerintah pusat & daerah Korea Populasi: 2.070 pegawai negeri sipil Korea (<i>central & local government</i>) Sampel: Stratified sampling Teknik Analisis Data: CFA, SEM, Bootstrap	1. Transformational leadership berpengaruh positif signifikan terhadap Innovative Work Behavior . 2. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Capital</i> . 3. <i>Psychological Capital</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 4. <i>Psychological Capital</i> memediasi secara parsial hubungan <i>Transformational leadership</i> dengan <i>Innovative Work Behavior</i> .	H1
12	<i>Exploring the effects of small- and medium-sized enterprise employees' job satisfaction on their innovative work behaviours:</i>	2021	Nama Penulis: 1. Michael Mustafa 2. Alan Coetzer 3. Hazel Melanie Ramos and Jorg Fuhrer Nama Jurnal: Journal of	https://www.emerald.com/insight/content/doi/10.1108/joep-07-2020-0133/full/html	Variabel Terikat: <i>Innovative Work Behavior</i> Variabel Bebas: <i>Job Satisfaction</i>	Objek: Karyawan <i>Small and Medium-sized Enterprises (SME)</i> sektor <i>high-tech manufacturing</i> di wilayah Aargau, Swiss	1. Job Satisfaction berpengaruh positif terhadap Innovative Work Behaviour (IWB) secara keseluruhan. 2. Job Satisfaction berpengaruh positif terhadap setiap sub-dimensi IWB, yaitu Idea Generation, Idea Promotion, dan Idea Realisation.	H5

	<i>the moderating effects of personality</i>		Organizational Effectiveness: People and Performance Vol. 8 No. 2 Hal. 228-250		Variabel Moderating: <i>effects of personality</i>	Populasi: Karyawan dari 28 SME <i>high-tech manufacturing</i> Sampel: 125 karyawan Metode Pengambilan Sampel: <i>Paper-based questionnaire</i> (tidak dijelaskan metode sampling spesifik) Teknik Analisis Data: <i>Hierarchical Regression Analysis</i>	3. Openness to Experience memoderasi hubungan antara Job Satisfaction dan IWB, termasuk ketiga sub-dimensinya (Idea Generation, Promotion, Realisation). 4. Conscientiousness tidak memoderasi hubungan antara Job Satisfaction dan IWB maupun sub-dimensinya. 5. Lingkungan kerja yang mendukung dan meningkatkan Job Satisfaction dapat memperkuat perilaku inovatif karyawan pada SME sektor high-tech.	
13	<i>The Role of Intrinsic Motivation and Psychological Empowerment in the Relationship of Transformational leadership and Employees Innovative Behavior Post COVID-19 Pandemic</i>	2024	Nama Penulis: 1. Abdul Malik Sayuti 2. Denanda Agnes Safitri Nama Jurnal: <i>Gema Wiralodra</i> Vol. 15 No. 2 Hal. 707-718 p-ISSN: 1693-7945 e-ISSN: 2622-1969	https://doi.org/10.31943/gw.v15i2	Variabel Terikat: <i>Innovative Work Behavior</i> Variabel Bebas: 1. <i>Transformational leadership</i> 2. <i>Intrinsic Motivation</i> 3. <i>Psychological Empowerment</i> Variabel Moderasi: 1. <i>Intrinsic Motivation</i> 2. <i>Psychological Empowerment</i>	Objek: Pegawai pemerintah & swasta di Indonesia Populasi: 479 responden, 348 memenuhi kriteria Teknik Sampling: Non-probability random sampling Teknik Analisis Data: SEM dengan Smart-PLS	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 2. <i>Intrinsic Motivation</i> berpengaruh positif signifikan terhadap <i>IWB</i> 3. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>IWB</i> . 4. <i>Intrinsic Motivation</i> tidak memoderasi hubungan <i>Transformational leadership</i> dengan <i>IWB</i> 5. <i>Psychological Empowerment</i> tidak memoderasi hubungan <i>Transformational leadership</i> dengan <i>IWB</i>	H1 H4
14	<i>Linking Transformational leadership with job satisfaction: the mediating</i>	2022	Nama Penulis: 1. Siswanto 2. Indah Yuliana Nama Jurnal: <i>Journal of</i>	https://www.academia.edu/download/108854791/959.pdf	Variabel Terikat: <i>Job Satisfaction</i> Variabel Bebas: <i>Transformational leadership (idealized)</i>	Populasi: Guru & staf Madrasah di Jawa Timur Sampel: 405 guru & staf Madrasah di Jawa Timur (<i>random sampling</i>)	1. <i>Transformational leadership</i> Pada dimensi <i>Idealized influence, inspirational motivation, dan individualized consideration</i> berpengaruh positif signifikan terhadap <i>job satisfaction</i> .	H3

	<i>roles of trust and team cohesiveness</i>		Management Development Vol. 41 No. 7/8 Hal. 405-428 ISSN: 0262-1711		<i>influence, inspirational motivation, intellectual stimulation, individualized consideration</i> Variabel Mediasi: 1. <i>Trust</i> 2. <i>Team Cohesiveness</i>	Analisis data: SEM-PLS (WarpPLS) & Sobel test	2. <i>Intellectual stimulation</i> tidak berpengaruh signifikan langsung terhadap <i>job satisfaction</i> . 3. <i>Trust</i> berperan sebagai mediasi penuh pada pengaruh <i>idealized influence</i> terhadap <i>job satisfaction</i> , serta mediasi parsial pada <i>inspirational motivation, intellectual stimulation, dan individualized consideration</i> . 4. <i>Team cohesiveness</i> memediasi penuh hubungan <i>idealized influence</i> terhadap <i>Job Satisfaction</i> dan memediasi parsial hubungan <i>intellectual stimulation</i> terhadap <i>job satisfaction</i> . 5. <i>Inspirational motivation & individualized consideration</i> tidak dimediasi oleh <i>team cohesiveness</i> .	
15	<i>Transformational leadership, Psychological Empowerment, and Innovative Work Behavior of Frontline Employees in the Public Sectors: Empirical Evidence from North Sumatera, Indonesia</i>	2020	Nama Penulis: 1. Anggun Tiur Ida Sinaga 2. Prihatin Lumbanraja 3. Isfenti Sadalia 4. Amlysh Syahputra Silalahi Nama Jurnal: Journal of International Conference Proceedings	https://www.neliti.com/publications/426062/transformational-leadership-psychological-empowerment-and-innovative-work-behavi	Variabel Terikat: <i>Innovative Work Behavior (IWB)</i> Variabel Bebas: <i>Transformational leadership (TL)</i> Variabel Moderasi: <i>Psychological Empowerment (PE)</i>	Objek: Pegawai garis depan (<i>frontline employees</i>) sektor publik di Sumatera Utara Populasi: 786 pegawai dari 17 pemerintah daerah Sampel: Purposive sampling Teknik Analisis Data: SEM dengan SmartPLS (bootstrapping)	1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 2. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behavior</i> . 3. <i>Psychological Empowerment</i> tidak memoderasi hubungan <i>Transformational leadership</i> dengan <i>Innovative Work Behavior</i> .	H2 H4
16	<i>The Influence of Proactive Behavior and Psychological</i>	2022	Nama Penulis: 1. Lasmaida Gultom 2. Gito Suroso 3. Juliana Gasjirin	https://jws.rivierapublishing.id/index.php/jws/article/view/92	Variabel Terikat: <i>Innovative Work Behavior</i>	Objek: Pegawai Generasi Y pada Indonesia <i>Financial</i>	1. <i>Proactive Behavior</i> terhadap <i>Psychological Empowerment</i> berpengaruh positif dan signifikan.	H4

	<i>Empowerment on Innovative Work Behavior: Moderating Role of Job Characteristic</i>		<p>Nama Jurnal: Journal of World Science Vol. 1 No. 9 Hal. 674-682</p> <p>P-ISSN: 2828-8726 E-ISSN: 2828-9307</p>		<p>Variabel Bebas: 1. <i>Proactive Behavior</i> 2. <i>Psychological Empowerment</i></p> <p>Variabel Moderator: <i>Job Characteristic</i></p>	<p><i>Services Authority (IFSA)</i></p> <p>Populasi: 2.199 pegawai generasi Y IFSA</p> <p>Sampel: 279 responden (<i>simple random sampling</i>)</p> <p>Teknik analisis data: SEM dengan LISREL.</p>	<p>2. <i>Proactive Behavior</i> terhadap <i>Innovative Work Behavior</i> berpengaruh positif dan signifikan.</p> <p>3. <i>Psychological Empowerment</i> terhadap <i>Innovative Work Behavior</i> berpengaruh positif dan signifikan.</p> <p>4. <i>Job Characteristic</i> memoderasi hubungan <i>Proactive Behavior</i> terhadap <i>Innovative Work Behavior</i> secara positif dan signifikan.</p>	
17	<i>The Mediating Role of Psychological Empowerment on the Transformational Leadership-Innovative Work Behaviour relationship: A Study of Indian Banking Sector</i>	2022	<p>Nama Penulis: 1. Vishal Garg 2. Arun Kumar 3. Vibhash Kumar</p> <p>Nama Jurnal: <i>South Asian Journal of Human Resources Management</i> ISSN: 2322-0937</p>	<p>https://doi.org/10.1177/23220937221084436</p>	<p>Variabel Terikat: <i>Innovative Work Behaviour (IWB)</i></p> <p>Variabel Bebas: <i>Transformational leadership</i></p> <p>Variabel Mediasi: <i>Psychological Empowerment</i></p>	<p>Objek: - Karyawan bank publik & swasta di Delhi-NCR</p> <p>Populasi: Pegawai bank sektor publik & swasta</p> <p>Sampel: 203 responden (random sampling)</p> <p>Teknik analisis data: SEM (AMOS 20 & SPSS 20)</p>	<p>1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Innovative Work Behaviour (IWB)</i>.</p> <p>2. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Empowerment</i>.</p> <p>3. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap IWB.</p> <p>4. <i>Psychological Empowerment</i> memediasi sebagian hubungan antara <i>Transformational leadership</i> dan IWB.</p>	H2 H6
18	<i>The Moderation Role of Psychological Empowerment on Innovative Work Behaviour</i>	2020	<p>Nama Penulis: 1. Hery Kustanto 2. Hamidah 3. Anis Eliyana 4. Jelita Harum Santri Mumpuni 5. Desynta Rahmawati Gunawan</p>	<p>https://doi.org/10.31838/srp.2020.4.21</p>	<p>Variabel Terikat: <i>Innovative Work Behaviour (IWB)</i></p> <p>Variabel Bebas: 1. <i>Transformational leadership</i> 2. <i>Transactional Leadership</i></p>	<p>Objek: - Karyawan tetap JTV Surabaya (departemen berita, produksi, dan program)</p> <p>Populasi: 70 karyawan JTV Surabaya</p> <p>Sampel: 53 responden (<i>saturated sampling</i>)</p>	<p>1. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap IWB.</p> <p>2. <i>Transactional leadership</i> berpengaruh positif signifikan terhadap IWB.</p> <p>3. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap IWB.</p> <p>4. <i>Psychological Empowerment</i> memoderasi pengaruh</p>	H1 H6

			Nama Jurnal: <i>Systematic Reviews in Pharmacy</i> Vol. 11 No. 8 Hal. 254–264 ISSN: 0976-2779		Variabel Moderasi: <i>Psychological Empowerment</i>	Teknik analisis data: - PLS (Partial Least Squares)	Transformational leadership terhadap IWB. 5. <i>Psychological Empowerment</i> juga memoderasi pengaruh <i>transaccasional leadership</i> terhadap IWB.	
19	<i>Transformational leadership and Work engagement: Mediating Role of Psychological Empowerment</i>	2023	Nama Penulis: 1. Dyah Ayu Dina Al Muslimah 2. Heru Kurnianto Tjahjono Nama Jurnal: <i>Jurnal Ekonomi dan Bisnis Airlangga</i> Vol. 33 No. 2 Hal. 132–149 p-ISSN: 2338-2686 e-ISSN: 2597-4564	https://e-journal.unair.ac.id/JEBA/article/download/39364/26987	Variabel Terikat: <i>Work engagement</i> Variabel Bebas: <i>Transformational leadership</i> Variabel Mediasi: <i>Psychological Empowerment</i>	Objek: - Karyawan perusahaan swasta XYZ (distributor peralatan laboratorium bioteknologi, Jakarta) Populasi: 36 orang (staf, team leader, manajer) Sampel: Seluruh populasi (<i>census</i>) Teknik analisis data: - PLS-SEM (SmartPLS 3)	1. <i>Transformational leadership</i> tidak berpengaruh signifikan terhadap <i>work engagement</i> . 2. <i>Transformational leadership</i> berpengaruh positif signifikan terhadap <i>Psychological Empowerment</i> . 3. <i>Psychological Empowerment</i> berpengaruh positif signifikan terhadap <i>work engagement</i> . 4. <i>Psychological Empowerment</i> memediasi penuh (full mediation) pengaruh <i>Transformational leadership</i> terhadap <i>work engagement</i> .	H2
20	<i>Authentic and Transformational leadership and Innovative Work Behaviour: the moderating role of Psychological Empowerment</i>	2021	Nama Penulis: 1. Matej Grošelj 2. Matej Černe 3. Sandra Penger 4. Barbara Grah Nama Jurnal: <i>European Journal of Innovation Management</i> Vol. 24 No. 3 Hal. 677–706 ISSN: 1460-1060	https://doi.org/10.1108/EJIM-10-2019-0294	Variabel Terikat: <i>Innovative Work Behaviour</i> Variabel Bebas: 1. <i>Authentic Leadership</i> 2. <i>Transformational leadership</i> Variabel Moderasi: <i>Psychological Empowerment</i>	Objek: Perusahaan multinasional teknologi Populasi: 126 karyawan perusahaan multinasional teknologi Sampel: survei, paired sample t-test, hierarchical regression) Teknik Analisis: Kualitatif: wawancara semi-terstruktur dengan 4 pemimpin (<i>content analysis</i>)	1. <i>Authentic Leadership</i> berhubungan positif dengan <i>Innovative Work Behaviour</i> . 2. <i>Transformational leadership</i> berhubungan positif dengan <i>Innovative Work Behaviour</i> . 3. <i>Psychological Empowerment</i> memoderasi hubungan antara kedua gaya kepemimpinan tersebut dengan <i>Innovative Work Behaviour</i> . 4. Terdapat overlap tinggi antara <i>authentic dan transformational leadership</i> , namun keduanya tetap memberikan kontribusi berbeda terhadap inovasi.	H1

21	<i>The Influence of Psychological Capital on Employees' Innovative Behavior: Mediating Role of Employees' Innovative Intention and Employees' Job Satisfaction</i>	2021	<p>Nama Penulis: Ali Saleh Alshebami</p> <p>Nama Jurnal: SAGE Open July-September 1–14</p>	<p>https://journals.sagepub.com/doi/pdf/10.1177/21582440211040809</p>	<p>Variabel Terikat: <i>Innovative Behavior</i></p> <p>Variabel Bebas: <i>Psychological Capital</i></p> <p>Variabel Moderasi: 1. <i>Innovative Intention</i> 2. <i>Job Satisfaction</i></p>	<p>Objek: Karyawan <i>Small and Medium Enterprises</i> (SMEs) di Arab Saudi.</p> <p>Populasi: Seluruh karyawan SMEs di berbagai sektor di Arab Saudi (tidak dibatasi sektor tertentu).</p> <p>Sampel: 204 responden dari berbagai perusahaan SMEs.</p> <p>Teknik Analisis: Partial Least Squares–Structural Equation Modeling (PLS-SEM).</p>	<ol style="list-style-type: none"> 1. <i>Psychological capital</i> berpengaruh positif terhadap <i>Job Satisfaction</i>. 2. <i>Psychological capital</i> berpengaruh positif terhadap <i>Innovative Behavior</i>. 3. <i>Psychological capital</i> berpengaruh positif terhadap <i>Innovative Intention</i>. 4. <i>Job Satisfaction</i> berpengaruh positif terhadap <i>Innovative Behavior</i>. 5. <i>Innovative Intention</i> tidak berpengaruh positif terhadap <i>Innovative Behavior</i>. 6. <i>Job Satisfaction</i> memediasi sebagian pengaruh <i>Psychological capital</i> terhadap <i>Innovative Behavior</i>. 7. <i>Innovative Intention</i> tidak memediasi pengaruh <i>Psychological capital</i> terhadap <i>Innovative Behavior</i>. 	H5
22	<i>Transformational leadership practices of nurse managers: the effects on the organizational commitment and job satisfaction of staff nurses</i>	2022	<p>Nama Penulis: 1. Fatma Uslu Sahban 2. Fusun Terzioglu</p> <p>Nama Jurnal: Leadership in Health Services Vol. 35 Issue 4</p>	<p>https://doi.org/10.1108/LHS-11-2021-0091</p>	<p>Variabel Bebas: <i>Transformational Leadership Practices of Nurse Managers</i></p> <p>Variabel Terikat: 1. <i>Organizational Commitment of Staff Nurses</i> 2. <i>Job Satisfaction of Staff Nurses</i></p>	<p>Objek: Perawat manajer dan perawat staf di sebuah rumah sakit universitas.</p> <p>Populasi: Seluruh perawat manajer dan perawat staf di rumah sakit universitas tersebut.</p> <p>Sampel: 153 responden (17 perawat manajer dan 136 perawat staf).</p> <p>Teknik Analisis: <i>Cross-sectional descriptive</i></p>	<ol style="list-style-type: none"> 1. Persepsi <i>nurse managers</i> terhadap praktik <i>Transformational Leadership</i> (TL) lebih tinggi dibandingkan dengan persepsi <i>staff nurses</i>. 2. Praktik TL <i>nurse managers</i> berpengaruh positif terhadap <i>Organizational Commitment staff nurses</i> dengan kontribusi sebesar 9 persen. 3. Praktik TL <i>nurse managers</i> berpengaruh positif terhadap <i>Job Satisfaction staff nurses</i> dengan kontribusi sebesar 24 persen. 4. Praktik TL <i>nurse managers</i> perlu ditingkatkan karena berperan 	H3

						study dengan kuesioner demografis, <i>Leadership Practices Inventory (self/observer)</i> , <i>Organizational Commitment Scale</i> , dan <i>Job Satisfaction Scale</i> .	penting dalam meningkatkan komitmen organisasi dan kepuasan kerja perawat. 5. Rumah sakit perlu mengembangkan, mendukung, dan mendorong praktik TL karena memiliki dampak positif pada prioritas kesehatan dan retensi tenaga keperawatan.	
23	<i>Transformational Leadership and Its Impact on Job Satisfaction and Personal Mastery for Nursing Leaders in Healthcare Organizations</i>	2024	<p>Nama Penulis:</p> <ol style="list-style-type: none"> 1. Ippolito Notarnicola 2. Blerina Duka 3. Marzia Lommi 4. Eriola Grosha 5. Maddalena De Maria 6. Laura Iacorossi 7. Chiara Mastroianni 8. Dhurata Ivziku 9. Gennaro Rocco 10. Alessandro Stievano <p>Nama Jurnal: MDPI Nursing Reports Vol. 14 Issue 4</p>	https://www.mdpi.com/2039-4403/14/4/260	<p>Variabel Bebas: <i>Transformational Leadership</i></p> <p>Variabel Terikat:</p> <ol style="list-style-type: none"> 1. <i>Job Satisfaction</i> 2. <i>Personal Mastery</i> 	<p>Objek: Perawat pemimpin (<i>middle dan senior nursing leaders</i>) di rumah sakit wilayah Lazio, Italia.</p> <p>Populasi: Seluruh perawat pemimpin di rumah sakit wilayah Lazio dengan pengalaman kepemimpinan ≥ 3 tahun.</p> <p>Sampel: 37 perawat pemimpin, dipilih dengan <i>convenience sampling</i>.</p> <p>Teknik Analisis: <i>Cross-sectional</i>, analisis deskriptif, korelasi, dan regresi menggunakan SPSS 26.</p>	<ol style="list-style-type: none"> 1. <i>Transformational leadership</i> berpengaruh positif terhadap <i>job satisfaction</i> perawat pemimpin. 2. <i>Transformational leadership</i> juga berpengaruh positif terhadap <i>personal mastery</i>, yang mencerminkan pertumbuhan pribadi dan profesional. 3. Gaya kepemimpinan positif (seperti <i>transformational</i>) meningkatkan kepuasan kerja dan penguasaan diri. 4. Gaya kepemimpinan <i>laissez-faire</i> tidak menunjukkan korelasi dengan <i>job satisfaction</i>. 5. Gaya kepemimpinan <i>autocratic</i> memiliki korelasi negatif terhadap <i>job satisfaction</i> dan <i>personal mastery</i>. 6. Temuan menegaskan pentingnya pengembangan strategi kepemimpinan yang disesuaikan untuk meningkatkan lingkungan kerja positif dan kesejahteraan staf di sektor kesehatan. 	H3
24	<i>The Role of Job Satisfaction Mediates The Influence of</i>	2025	<p>Nama Penulis:</p> <ol style="list-style-type: none"> 1. Kadek Sintya Purnama Dewi 	http://ajemb.us/index.php/gp/article/view/206	Variabel Terikat: <i>Innovative Behavior</i>	Objek: Karyawan PT. Satria Trans Jaya, Badung, Bali, Indonesia.	<ol style="list-style-type: none"> 1. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>innovative behavior</i>. 	H5 H7

	<i>Transformational Leadership on Innovative Behavior In Employees of PT. Satria Trans Jaya</i>		2. I Gusti Made Suwandana Nama Jurnal: American Journal of Economic and Management Business Vol. 4 No. 5 e-ISSN: 2835-5199		Variabel Bebas: <i>Transformational Leadership</i> Variabel Mediasi: <i>Job Satisfaction</i>	Populasi: Seluruh karyawan PT. Satria Trans Jaya. Sampel: 176 karyawan, ditentukan dengan proportional random sampling. Teknik Analisis: Path Analysis dengan bantuan SPSS.	2. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>job satisfaction</i> . 3. <i>Job satisfaction</i> berpengaruh positif dan signifikan terhadap <i>innovative behavior</i> . 4. <i>Job satisfaction</i> secara signifikan memediasi pengaruh <i>transformational leadership</i> terhadap <i>innovative behavior</i> .	
25	<i>The Role of Job Satisfaction in Mediating the Influence of Transformational Leadership on Innovative Behavior in Employees of Pt. Xyz</i>	2024	Nama Penulis: 1. Azriel Yuda Penalemen Tarigan 2. Ida Bagus Ketut Surya 3. I Gusti Made Suwandana Nama Jurnal: International Journal of Management Research and Economics Vol. 2 No. 3 Page 380-402 e-ISSN : 2986-7398, p-ISSN : 2987-6311,	https://jurnal.itb.semarang.ac.id/index.php/Ijmre/article/download/2091/2170/8675	Variabel Terikat: Innovative Behavior Variabel Bebas: Transformational Leadership Variabel Mediasi: Job Satisfaction	Objek: Karyawan PT. XYZ. Populasi: Seluruh karyawan PT. XYZ. Sampel: 60 karyawan, ditentukan dengan saturation sampling. Teknik Analisis: Path Analysis menggunakan SPSS.	1. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>innovative behavior</i> . 2. <i>Transformational leadership</i> berpengaruh positif dan signifikan terhadap <i>job satisfaction</i> . 3. <i>Job satisfaction</i> berpengaruh positif dan signifikan terhadap <i>innovative behavior</i> . 4. <i>Job satisfaction</i> memediasi secara parsial pengaruh <i>transformational leadership</i> terhadap <i>innovative behavior</i> .	H3 H7

LAMPIRAN 2
DESAIN KUESIONER PENELITIAN

**Kepada Yth,
Bpk/Ibu/Sdr/i Pegawai Negeri Sipil
RSUD Kolonel Abundjani Bangko
Kabupaten Merangin, Provinsi Jambi
di
Tempat**

Hal: Kuesioner Penelitian

Dengan hormat,

Assalamu'alaikum Warahmatullahi Wabarakatuh

Saya **Hoiriah NIM 2410018212012** mahasiswa Program Studi Magister Sains Manajemen (S2) Fakultas Ekonomi dan Bisnis, Universitas Bung Hatta, saat ini sedang menyelesaikan tugas akhir berupa Tesis dengan judul **“PENGARUH KEPEMIMPINAN TRANSFORMASIONAL TERHADAP PERILAKU KERJA INOVATIF: PERAN PEMBERDAYAAN PSIKOLOGIS DAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI (STUDI: PNS di RSUD KOLONEL ABUNDJANI BANGKO)”**

Untuk dapat melaksanakan tugas ini, saya mohon kesediaan Bapak/Ibu/Sdr/i meluangkan waktu untuk membaca dan menjawab kuesioner yang diberikan. Data yang diberikan dijamin kerahasiaannya dan hanya digunakan untuk keperluan penyelesaian tugas semata.

Demikian permohonan ini diajukan, atas partisipasi Bapak/Ibu/Sdr/i, saya ucapkan terima kasih.

Hormat Saya,

HOIRIAH

KUESIONER PENELITIAN

A. PROFIL RESPONDEN

Bagian ini menanyakan data terkait profil responden. Silakan pilih atau diisi salah satu jawaban yang disediakan sesuai dengan data diri Bapak/Ibu/Sdr/i:

a. Jenis Kelamin

- | | |
|---|-----------|
| 1 | Laki-Laki |
| 2 | Perempuan |

b. Usia saat ini tahun

c. Profesi / Jabatan saat ini di RSUD Kolonel Abundjani Bangko

- | | |
|----|-------------------------------------|
| 1 | Dokter Spesialis |
| 2 | Dokter Umum |
| 3 | Dokter Gigi |
| 4 | Perawat |
| 5 | Bidan |
| 6 | Tenaga Farmasi (Apoteker & Asisten) |
| 7 | Tenaga Gizi |
| 8 | Tenaga Radiologi & Laboratorium |
| 9 | Tenaga Rekam Medis & Informasi |
| 10 | Tenaga Administrasi & Keuangan |

d. Masa kerja pada posisi diatas tahun

e. Pendidikan formal terakhir

- | | |
|---|---------------------|
| 1 | SD |
| 2 | SLTP |
| 3 | SLTA |
| 4 | Diplomat |
| 5 | Sarjana (S1) |
| 6 | Pascasarjana (S2) |
| 7 | Doktor / Ph.D. (S3) |

B. PETUNJUK PENGISIAN

Silahkan pilih jawaban yang menurut Bapak/Ibu/Sdr/I paling sesuai dengan keadaan serta kondisi yang ada, dengan memberikan tanda *checklist* (√) pada kolom yang telah disediakan dengan pilihan jawaban sebagai berikut:

Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju
1	2	3	4	5

Perilaku Kerja Inovatif		Jawaban				
No	Penciptaan Ide					
1	Saya mengembangkan ide-ide baru untuk mengatasi masalah yang menantang.	1	2	3	4	5
2	Saya mencari metode, teknik, atau alat baru dalam bekerja.	1	2	3	4	5
3	Saya menciptakan solusi orisinal untuk berbagai permasalahan.	1	2	3	4	5
No	Promosi Ide					
4	Saya menggalang dukungan untuk ide-ide inovatif.	1	2	3	4	5
5	Saya mendapatkan persetujuan untuk konsep-konsep baru dan inovatif.	1	2	3	4	5
6	Saya menginspirasi anggota kunci organisasi untuk menerima ide-ide inovatif.	1	2	3	4	5
No	Realisasi Ide					
7	Saya mengubah ide-ide inovatif menjadi aplikasi praktis.	1	2	3	4	5
8	Saya secara sistematis memperkenalkan konsep inovatif ke lingkungan kerja.	1	2	3	4	5
9	Saya menilai efektivitas ide-ide inovatif.	1	2	3	4	5

Sumber: Hanafy et al. (2025)

Pemberdayaan Psikologis		Jawaban				
No	Makna (<i>Meaning</i>)					
1	Pekerjaan yang saya lakukan sangat penting bagi saya karena memberikan dampak besar dalam kehidupan saya.	1	2	3	4	5
2	Aktivitas kerja saya memiliki nilai pribadi yang tinggi bagi saya.	1	2	3	4	5
3	Pekerjaan yang saya lakukan memberikan makna yang mendalam bagi saya.	1	2	3	4	5
No	Kompetensi (<i>Competence</i>)					
4	Saya yakin dengan kemampuan saya dalam menyelesaikan pekerjaan yang saya lakukan.	1	2	3	4	5
5	Saya percaya pada kemampuan saya untuk melaksanakan tugas-tugas yang diperlukan dalam pekerjaan saya.	1	2	3	4	5
6	Saya telah menguasai keterampilan yang diperlukan untuk menjalankan pekerjaan saya dengan baik.	1	2	3	4	5
No	Kendali (<i>Self-determination</i>)					
7	Saya memiliki kebebasan untuk menentukan cara saya melakukan pekerjaan saya.	1	2	3	4	5
8	Saya dapat memutuskan sendiri bagaimana mengatur pekerjaan saya	1	2	3	4	5
9	Saya diberikan kebebasan dan kemandirian yang cukup untuk menentukan cara melakukan pekerjaan saya.	1	2	3	4	5
No	Pengaruh (<i>Impact</i>)					
10	Pekerjaan saya sangat penting untuk kelancaran fungsi unit saya.	1	2	3	4	5
11	Saya memiliki kendali yang cukup atas apa yang terjadi di unit saya.	1	2	3	4	5
12	Saya memiliki pengaruh yang cukup untuk mempengaruhi apa yang terjadi di unit saya.	1	2	3	4	5

Sumber : Albar et al. (2012).

Kepuasan Kerja		Jawaban				
No	Gaji					
1	RSUD Kolonel Abundjani Bangko memberikan gaji lebih baik dibandingkan organisasi lain	1	2	3	4	5
2	Gaji saya sudah memadai jika dibandingkan dengan tanggung jawab pekerjaan saya.	1	2	3	4	5
3	Saya merasa dibayar tinggi untuk pekerjaan yang saya lakukan.	1	2	3	4	5
4	Tunjangan yang saya terima cukup memadai.	1	2	3	4	5
No	Promosi					
5	Saya suka dengan dasar yang digunakan RSUD Kolonel Abundjani Bangko untuk melakukan promosi.	1	2	3	4	5
6	Promosi sering terjadi di RSUD Kolonel Abundjani Bangko.	1	2	3	4	5
7	Jika saya bekerja dengan baik, saya kemungkinan besar akan dipromosikan.	1	2	3	4	5
8	Saya puas dengan tingkat kemajuan karir saya.	1	2	3	4	5
No	Rekan Kerja					
9	Rekan kerja saya memberikan dukungan yang cukup.	1	2	3	4	5
10	Ketika saya meminta bantuan rekan kerja, pekerjaan tersebut dapat diselesaikan.	1	2	3	4	5
11	Saya menikmati bekerja bersama rekan kerja saya.	1	2	3	4	5
12	Saya bekerja dengan orang-orang yang bertanggung jawab.	1	2	3	4	5
No	Atasan					
13	Atasan langsung saya mendukung saya dalam pekerjaan.	1	2	3	4	5
14	Atasan langsung saya kompeten dalam pekerjaannya.	1	2	3	4	5
15	Atasan langsung sering mendengarkan saya.	1	2	3	4	5
16	Atasan langsung memperlakukan saya dengan adil.	1	2	3	4	5
No	Pekerjaan					
17	Pekerjaan saya menarik.	1	2	3	4	5
18	Saya merasa puas dengan tanggung jawab dalam pekerjaan saya.	1	2	3	4	5
19	Saya kurang suka melakukan pekerjaan lain daripada pekerjaan saya saat ini.	1	2	3	4	5
20	Saya merasa banyak pencapaian yang saya peroleh dari pekerjaan saya.	1	2	3	4	5

Sumber : Cellucci dan DeVries (1978) dalam Mas'ud (2004)

Kepemimpinan Transformasional		Jawaban				
No	Menunjukkan Empati					
1	Pimpinan berusaha memahami nilai-nilai bawahannya	1	2	3	4	5
2	Pimpinan menyesuaikan tujuannya dengan nilai-nilai bawahannya	1	2	3	4	5
3	Pimpinan memperhatikan nilai-nilai bawahannya dalam mengkomunikasikan tujuan yang ingin dicapai	1	2	3	4	5
No	Menjelaskan Misi dengan Menarik					
4	Pemimpin menyampaikan misi RSUD Kolonel Abundjani Bangko dengan antusias	1	2	3	4	5
5	Pemimpin Membuat misi RSUD Kolonel Abundjani Bangko menjadi penting	1	2	3	4	5
6	Pemimpin tidak mengumumkan misi RSUD Kolonel Abundjani Bangko dengan cara yang menarik®	1	2	3	4	5
No	Menunjukkn Keyakinan Diri					
7	Kadang-kadang pemimpin menunjukkan kurang yakin pada diri sendiri®	1	2	3	4	5
8	Pemimpin jarang menunjukkan ketidakpastian	1	2	3	4	5
9	Kadang-kadang pemimpin kelihatan tidak yakin dengan dirinya sendiri®	1	2	3	4	5
No	Meningkatkan Image					
10	Pemimpinan bertindak dengan cara-cara yang menunjukkan keampuannya	1	2	3	4	5
11	Pemimpinan bertindak dengan cara-cara yang dirancang untuk menarik perhatian bawahannya	1	2	3	4	5
12	Pemimpin menunjukkan kekuatan kemampuannya	1	2	3	4	5
No	Yakin dengan Kemampuan Pengikut					
13	Pemimpin memberitahu para bawahan bawa dia (pemimpin) mempercayai bawahan	1	2	3	4	5
14	Pemimpin memberikan apresiasi kepada bawahan yang melaksanakan pekerjaan dengan baik	1	2	3	4	5
15	Pemimpin menghargai dan memuji para bawahan yang kinerjanya bagus	1	2	3	4	5
No	Memberikan Peluang untuk Sukses					
16	Pemimpin membantu bawahan untuk menetapkan tujuan yang dapat dicapai	1	2	3	4	5
17	Pemimpin memberikan kesempatan kepada bawahan untuk mencapai sesuatu dengan cara mereka sendiri	1	2	3	4	5
18	Pemimpin menciptakan peluang untuk para bawahan agar mempunyai pengalaman sukses	1	2	3	4	5

Sumber : Behling dan McFillen (1996) dalam Mas'ud (2004)

LAMPIRAN 3

DATA PRASURVEY PERILAKU KERJA INOVATIF

Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9
3	2	2	2	2	2	2	2	2
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2	2	2	2	2	2	2	2	2

Prasurvey Perilaku Kerja Inovatif

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	30	1	5	3.17	1.234
Y2	30	1	5	2.97	1.217
Y3	30	1	5	2.90	1.094
Y4	30	2	5	3.53	1.106
Y5	30	2	5	3.10	1.213
Y6	30	2	5	3.20	1.186
Y7	30	2	5	3.13	1.074
Y8	30	2	5	2.93	1.081
Y9	30	2	5	3.43	1.073
Valid N (listwise)	30				

LAMPIRAN 4
TABULASI DATA

Perilaku Kerja Inovatif

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Pemberdayaan Psikologis

PP1	PP2	PP3	PP4	PP5	PP6	PP7	PP8	PP9	PP10	PP11	PP12
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Kepuasan Kerja

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Kepemimpinan Transformasional

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2	30	6	6	5
2	33	4	10	4
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2	30	5	8	5
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LAMPIRAN 5
PROFIL RESPONDEN

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	61	40.1	40.1	40.1
	Perempuan	91	59.9	59.9	100.0
	Total	152	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25	3	2.0	2.0	2.0
	26	13	8.6	8.6	10.5
	27	15	9.9	9.9	20.4
	28	19	12.5	12.5	32.9
	29	16	10.5	10.5	43.4
	30	20	13.2	13.2	56.6
	31	14	9.2	9.2	65.8
	32	14	9.2	9.2	75.0
	33	10	6.6	6.6	81.6
	34	9	5.9	5.9	87.5
	35	7	4.6	4.6	92.1
	36	1	.7	.7	92.8
	41	1	.7	.7	93.4
	42	1	.7	.7	94.1
	43	1	.7	.7	94.7
	44	1	.7	.7	95.4
	45	2	1.3	1.3	96.7
	46	1	.7	.7	97.4
	47	1	.7	.7	98.0
	48	1	.7	.7	98.7
	49	1	.7	.7	99.3
50	1	.7	.7	100.0	
Total		152	100.0	100.0	

Statistics

Usia		
N	Valid	152
	Missing	0
Mean		31.01
Minimum		25
Maximum		50

Profesi / Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dokter Spesialis	11	7.2	7.2	7.2
	Dokter Umum	7	4.6	4.6	11.8
	Dokter Gigi	2	1.3	1.3	13.2
	Perawat	68	46.1	46.1	59.2
	Bidan	22	14.5	14.5	73.7
	Tenaga Farmasi (Apoteker & Asisten)	12	7.9	7.9	81.6
	Tenaga Gizi	5	3.3	3.3	84.9
	Tenaga Radiologi & Laboratorium	7	4.6	4.6	89.5
	Tenaga Rekam Medis & Informasi	4	2.6	2.6	92.1
	Tenaga Administrasi & Keuangan	12	7.9	7.9	100.0
	Total	152	100.0	100.0	

Masa Kerja pada Jabatan diatas

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	3	11	7.2	7.2	7.2	
	4	20	13.2	13.2	20.4	
	5	16	10.5	10.5	30.9	
	6	21	13.8	13.8	44.7	
	7	15	9.9	9.9	54.6	
	8	21	13.8	13.8	68.4	
	9	14	9.2	9.2	77.6	
	10	8	5.3	5.3	82.9	
	11	10	6.6	6.6	89.5	
	12	7	4.6	4.6	94.1	
	13	1	.7	.7	94.7	
	14	1	.7	.7	95.4	
	15	1	.7	.7	96.1	
	16	1	.7	.7	96.7	
	17	1	.7	.7	97.4	
	18	1	.7	.7	98.0	
	19	1	.7	.7	98.7	
	20	1	.7	.7	99.3	
	21	1	.7	.7	100.0	
	Total		152	100.0	100.0	

Statistics

Masa Kerja pada Jabatan diatas

N	Valid	152
	Missing	0
Mean		7.53
Minimum		3
Maximum		21

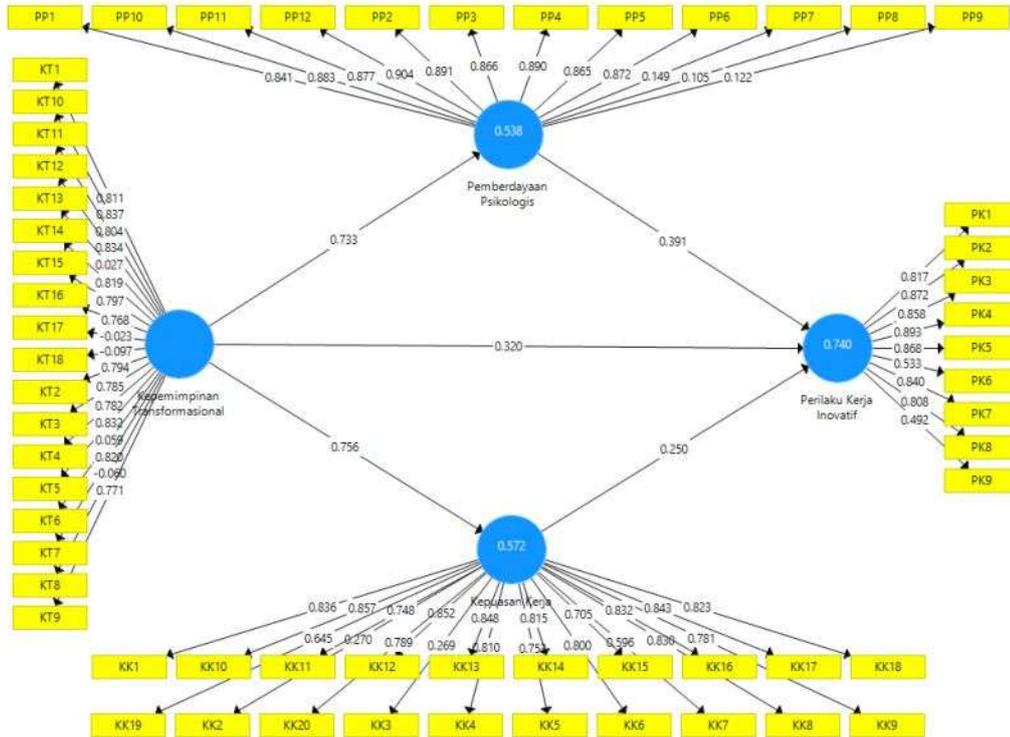
Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	43	28.3	28.3	28.3
	Sarjana (S1)	91	59.9	59.9	88.2
	Pascasarjana (S2)	11	7.2	7.2	95.4
	Doktor / Ph.D (S3)	7	4.6	4.6	100.0
	Total	152	100.0	100.0	

LAMPIRAN 6
MEASUREMENT MODEL ASSESSMENT

Convergent Validity

Tahap 1



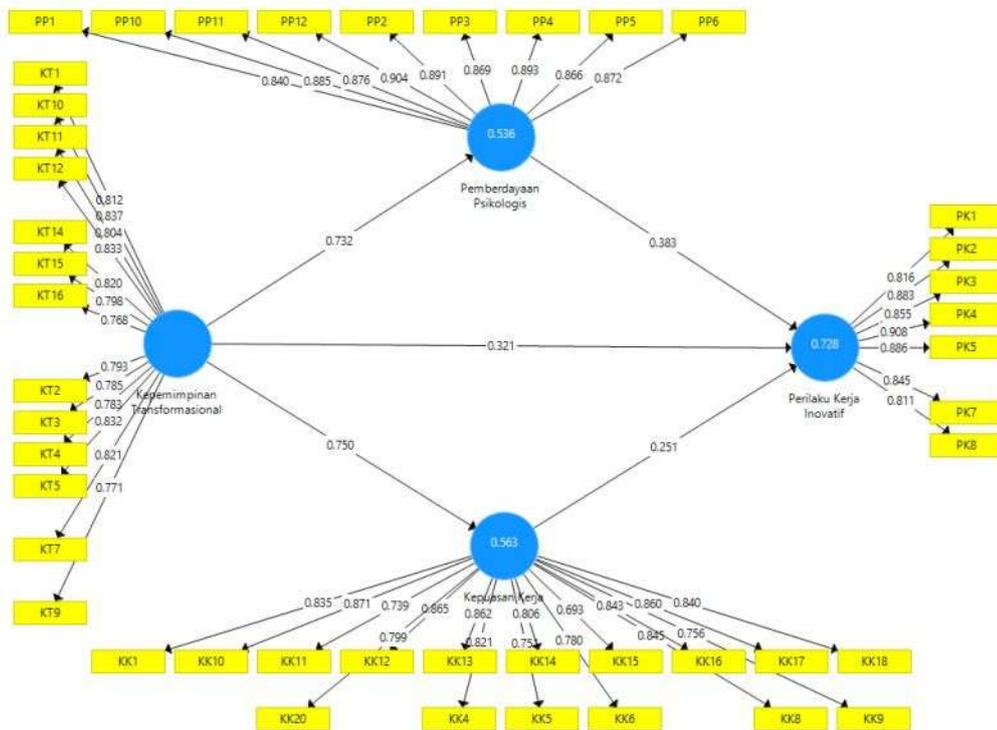
Outer Loadings

Tahap 1

	Kepemimpinan Transformasional	Kepuasan Kerja	Pembedayaan Psikologis	Perilaku Kerja Inovatif
KK1		0,836		
KK10		0,857		
KK11		0,748		
KK12		0,852		
KK13		0,848		
KK14		0,815		
KK15		0,705		
KK16		0,832		
KK17		0,843		
KK18		0,823		
KK19		0,645		
KK2		0,270		
KK20		0,789		
KK3		0,269		
KK4		0,810		

KK5		0,753		
KK6		0,800		
KK7		0,596		
KK8		0,830		
KK9		0,781		
KT1	0,811			
KT10	0,837			
KT11	0,804			
KT12	0,834			
KT13	0,027			
KT14	0,819			
KT15	0,797			
KT16	0,768			
KT17	-0,023			
KT18	-0,097			
KT2	0,794			
KT3	0,785			
KT4	0,782			
KT5	0,832			
KT6	0,059			
KT7	0,820			
KT8	-0,060			
KT9	0,771			
PK1				0,817
PK2				0,872
PK3				0,858
PK4				0,893
PK5				0,868
PK6				0,533
PK7				0,840
PK8				0,808
PK9				0,492
PP1			0,841	
PP10			0,883	
PP11			0,877	
PP12			0,904	
PP2			0,891	
PP3			0,866	
PP4			0,890	
PP5			0,865	
PP6			0,872	
PP7			0,149	
PP8			0,105	
PP9			0,122	

Tahap 2



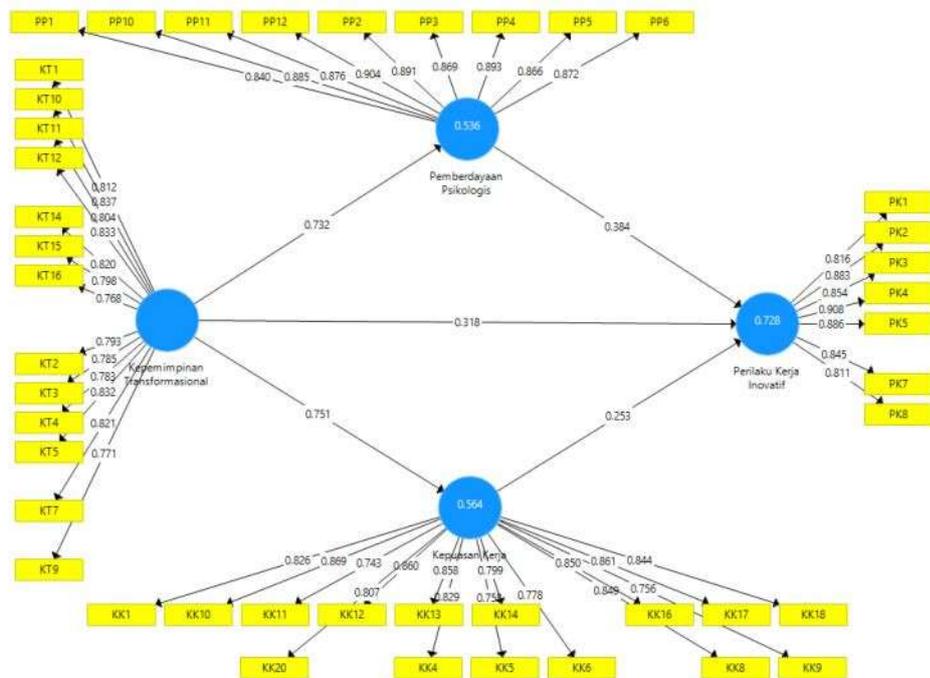
Outer Loadings

Tahap 2

	Kepemimpinan Transformatif	Kepuasan Kerja	Pembedayaan Psikologis	Perilaku Kerja Inovatif
KK1		0,835		
KK10		0,871		
KK11		0,739		
KK12		0,865		
KK13		0,862		
KK14		0,806		
KK15		0,693		
KK16		0,843		
KK17		0,860		
KK18		0,840		
KK20		0,799		
KK4		0,821		
KK5		0,751		
KK6		0,780		
KK8		0,845		
KK9		0,756		
KT1	0,812			
KT10	0,837			
KT11	0,804			

KT12	0,833			
KT14	0,820			
KT15	0,798			
KT16	0,768			
KT2	0,793			
KT3	0,785			
KT4	0,783			
KT5	0,832			
KT7	0,821			
KT9	0,771			
PK1				0,816
PK2				0,883
PK3				0,855
PK4				0,908
PK5				0,886
PK7				0,845
PK8				0,811
PP1			0,840	
PP10			0,885	
PP11			0,876	
PP12			0,904	
PP2			0,891	
PP3			0,869	
PP4			0,893	
PP5			0,866	
PP6			0,872	

Tahap 3



Outer Loadings

Tahap 3

	Kepemimpinan Transformasional	Kepuasan Kerja	Pemberdayaan Psikologis	Perilaku Kerja Inovatif
KK1		0,826		
KK10		0,869		
KK11		0,743		
KK12		0,860		
KK13		0,858		
KK14		0,799		
KK16		0,850		
KK17		0,861		
KK18		0,844		
KK20		0,807		
KK4		0,829		
KK5		0,758		
KK6		0,778		
KK8		0,849		
KK9		0,756		
KT1	0,812			
KT10	0,837			
KT11	0,804			
KT12	0,833			
KT14	0,820			
KT15	0,798			
KT16	0,768			
KT2	0,793			
KT3	0,785			
KT4	0,783			
KT5	0,832			
KT7	0,821			
KT9	0,771			
PK1				0,816
PK2				0,883
PK3				0,854
PK4				0,908
PK5				0,886
PK7				0,845
PK8				0,811
PP1			0,840	
PP10			0,885	
PP11			0,876	
PP12			0,904	
PP2			0,891	
PP3			0,869	
PP4			0,893	
PP5			0,866	
PP6			0,872	

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Kepemimpinan Transformatif	0,955	0,955	0,960	0,647
Kepuasan Kerja	0,965	0,965	0,969	0,673
Pemberdayaan Psikologis	0,963	0,964	0,968	0,770
Perilaku Kerja Inovatif	0,940	0,941	0,951	0,737

Discriminant Validity

Fornell-Larcker Criterion

	Kepemimpinan Transformatif	Kepuasan Kerja	Pemberdayaan Psikologis	Perilaku Kerja Inovatif
Kepemimpinan Transformatif	0,805			
Kepuasan Kerja	0,751	0,820		
Pemberdayaan Psikologis	0,732	0,594	0,877	
Perilaku Kerja Inovatif	0,789	0,720	0,768	0,858

Cross Loadings

	Kepemimpinan Transformatif	Kepuasan Kerja	Pemberdayaan Psikologis	Perilaku Kerja Inovatif
KK1	0,602	0,826	0,464	0,600
KK10	0,684	0,869	0,465	0,614
KK11	0,588	0,743	0,462	0,616
KK12	0,642	0,860	0,487	0,609
KK13	0,639	0,858	0,477	0,585
KK14	0,596	0,799	0,460	0,572
KK16	0,610	0,850	0,514	0,579
KK17	0,638	0,861	0,453	0,595
KK18	0,575	0,844	0,440	0,574
KK20	0,615	0,807	0,568	0,611
KK4	0,601	0,829	0,534	0,582
KK5	0,585	0,758	0,486	0,599
KK6	0,619	0,778	0,498	0,564
KK8	0,608	0,849	0,499	0,597
KK9	0,620	0,756	0,499	0,558
KT1	0,812	0,545	0,584	0,598
KT10	0,837	0,587	0,609	0,606
KT11	0,804	0,630	0,631	0,677
KT12	0,833	0,669	0,588	0,691

KT14	0,820	0,580	0,592	0,640
KT15	0,798	0,584	0,602	0,646
KT16	0,768	0,564	0,593	0,611
KT2	0,793	0,524	0,624	0,621
KT3	0,785	0,591	0,544	0,587
KT4	0,783	0,612	0,536	0,646
KT5	0,832	0,674	0,582	0,672
KT7	0,821	0,640	0,593	0,649
KT9	0,771	0,637	0,576	0,600
PK1	0,663	0,587	0,670	0,816
PK2	0,686	0,623	0,612	0,883
PK3	0,659	0,666	0,667	0,854
PK4	0,703	0,663	0,659	0,908
PK5	0,695	0,663	0,663	0,886
PK7	0,704	0,588	0,638	0,845
PK8	0,629	0,531	0,702	0,811
PP1	0,612	0,498	0,840	0,638
PP10	0,627	0,463	0,885	0,639
PP11	0,716	0,637	0,876	0,713
PP12	0,646	0,557	0,904	0,691
PP2	0,700	0,630	0,891	0,714
PP3	0,582	0,440	0,869	0,651
PP4	0,634	0,478	0,893	0,693
PP5	0,634	0,450	0,866	0,680
PP6	0,614	0,511	0,872	0,631

Heterotrait-Monotrait Ratio (HTMT)

	Kepemimpinan Transformasional	Kepuasan Kerja	Pemberdayaan Psikologis	Perilaku Kerja Inovatif
Kepemimpinan Transformasional				
Kepuasan Kerja	0,781			
Pemberdayaan Psikologis	0,762	0,614		
Perilaku Kerja Inovatif	0,832	0,756	0,806	

LAMPIRAN 7
ANALISIS DESKRIPTIF

Perilaku Kerja Inovasi

	N	Minimum	Maximum	Mean	Std. Deviation
PK1	152	2	4	3.54	.538
PK2	152	2	4	3.00	.552
PK3	152	2	4	3.32	.569
PK4	152	2	4	3.11	.570
PK5	152	2	4	3.15	.537
PK7	152	2	4	2.89	.534
PK8	152	2	5	3.65	.531
Valid N (listwise)	152				

Pemberdayan Psikologis

	N	Minimum	Maximum	Mean	Std. Deviation
PP1	152	2	5	3.87	.616
PP2	152	2	5	4.17	.596
PP3	152	2	5	3.63	.606
PP4	152	2	5	3.54	.608
PP5	152	2	5	3.68	.603
PP6	152	1	5	3.34	.640
PP10	152	2	5	3.47	.619
PP11	152	2	5	4.12	.597
PP12	152	2	5	4.24	.609
Valid N (listwise)	152				

Kepuasan Kerja

	N	Minimum	Maximum	Mean	Std. Deviation
KK1	152	2	4	3.36	.532
KK4	152	2	4	2.94	.478
KK5	152	2	4	2.77	.467
KK6	152	2	4	3.52	.514
KK8	152	2	4	3.04	.473
KK9	152	3	4	3.58	.495
KK10	152	2	4	3.18	.516
KK11	152	2	4	2.72	.463
KK12	152	2	4	3.26	.534
KK13	152	2	4	3.22	.514
KK14	152	2	4	3.42	.521
KK16	152	2	4	2.99	.488
KK17	152	2	4	3.13	.497
KK18	152	2	4	3.06	.464
KK20	152	2	4	2.90	.471
Valid N (listwise)	152				

Kepemimpinan Transformasional

	N	Minimum	Maximum	Mean	Std. Deviation
KT1	152	2	5	3.70	.788
KT2	152	2	5	3.69	.824
KT3	152	2	5	3.70	.788
KT4	152	2	5	3.68	.825
KT5	152	2	5	3.76	.838
KT7	152	2	5	3.74	.850
KT9	152	2	5	3.70	.762
KT10	152	2	5	3.78	.837
KT11	152	2	5	3.67	.812
KT12	152	2	5	3.76	.814
KT14	152	2	5	3.76	.836
KT15	152	2	5	3.72	.833
KT16	152	2	5	3.70	.822
Valid N (listwise)	152				

LAMPIRAN 8
R SQUARE DAN Q SQUARE

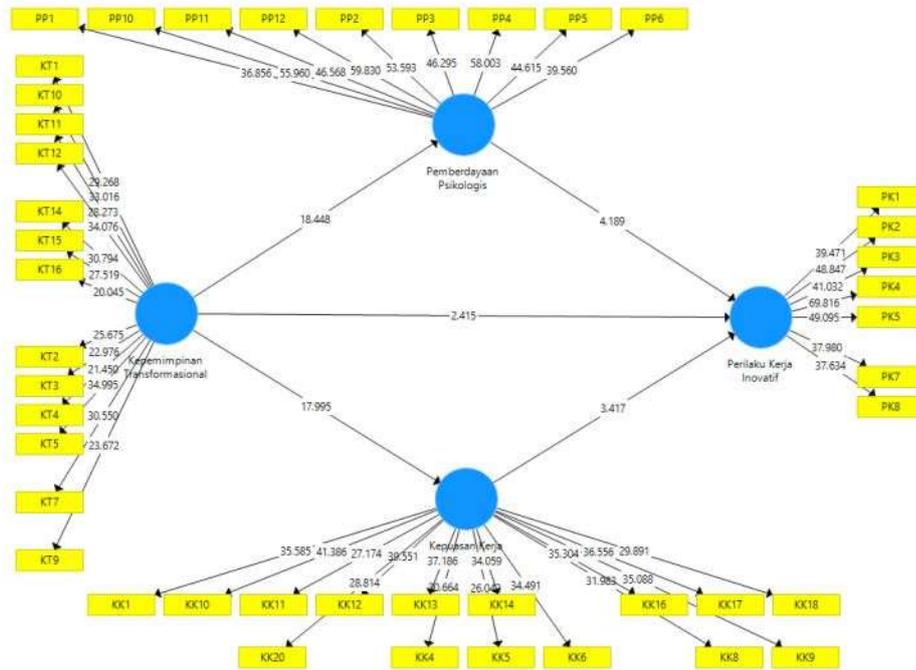
R Square

	R Square	R Square Adjusted
Kepuasan Kerja	0,564	0,561
Pemberdayaan Psikologis	0,536	0,533
Perilaku Kerja Inovatif	0,728	0,723

Q Square

	SSO	SSE	Q² (=1-SSE/SSO)
Kepemimpinan Transformasional	1976,000	1976,000	
Kepuasan Kerja	2280,000	1440,386	0,368
Pemberdayaan Psikologis	1368,000	819,544	0,401
Perilaku Kerja Inovatif	1064,000	501,765	0,528

LAMPIRAN 9 STRUCTURAL MODEL ASSESSMENT



Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Kepemimpinan Transformasional -> Kepuasan Kerja	0,751	0,752	0,042	17,995	0,000
Kepemimpinan Transformasional -> Pemberdayaan Psikologis	0,732	0,738	0,040	18,448	0,000
Kepemimpinan Transformasional -> Perilaku Kerja Inovatif	0,318	0,330	0,132	2,415	0,016
Kepuasan Kerja -> Perilaku Kerja Inovatif	0,253	0,252	0,074	3,417	0,001
Pemberdayaan Psikologis -> Perilaku Kerja Inovatif	0,384	0,372	0,092	4,189	0,000

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Kepemimpinan Transformasional -> Kepuasan Kerja -> Perilaku Kerja Inovatif	0,190	0,190	0,058	3,291	0,001
Kepemimpinan Transformasional -> Pemberdayaan Psikologis -> Perilaku Kerja Inovatif	0,281	0,273	0,064	4,430	0,000