

## ABSTRAK

### HUBUNGAN ANTARA *QUALITY OF WORK LIFE* DENGAN KEMAMPUAN PERILAKU KERJA INOVATIF PADA KARYAWAN DI PT. ASDP FERRY INDONESIA (PERSERO) CABANG PADANG

Penelitian ini bertujuan untuk mengetahui hubungan *quality of work life* dengan kemampuan perilaku kerja inovatif pada karyawan di PT. ASDP Ferry Indonesia (Persero) Cabang Padang. Variabel bebas dalam penelitian ini adalah *quality of work life* dan variabel terikat adalah perilaku kerja inovatif. Alat ukur yang digunakan dalam penelitian ini adalah skala *quality of work life* dan skala perilaku kerja inovatif. Teknik pemilihan sampel dalam penelitian ini adalah teknik *sampling* jenuh. Sampel dalam penelitian ini adalah 76 orang karyawan di PT. ASDP Ferry Indonesia (Persero) Cabang Padang. Uji validitas dan reliabilitas pada penelitian ini menggunakan teknik *alpha cronbach*. Hasil koefisien validitas pada skala *quality of work life* berkisar antara 0,314 sampai dengan 0,842. Hasil koefisien validitas pada skala perilaku kerja inovatif berkisar antara 0.335 sampai dengan 0.766. Dengan koefisien reliabilitas *quality of work life* sebesar 0.944 dan pada skala perilaku kerja inovatif sebesar 0.935. Berdasarkan analisis data, diperoleh nilai korelasi antara *quality of work life* dan perilaku kerja inovatif sebesar  $r = 0.447$  dengan taraf signifikan  $p = 0.000$  yang berarti hipotesis diterima. Menunjukkan hubungan dengan taraf sedang dan berarah positif, artinya semakin tinggi *quality of work life* maka semakin tinggi perilaku kerja inovatif dan sebaliknya semakin rendah *quality of work life* maka semakin rendah perilaku kerja inovatif. Hal ini menunjukkan bahwa ada hubungan yang signifikan antara *quality of work life* dengan kemampuan perilaku kerja inovatif pada karyawan di PT. ASDP Ferry Indonesia (Persero) Cabang Padang.

**Kata Kunci:** *quality of work life, perilaku kerja inovatif, karyawan, korelasi.*

## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN QUALITY OF WORK LIFE AND INNOVATIVE WORK BEHAVIORAL ABILITY IN EMPLOYEES AT PT. ASDP FERRY INDONESIA (PERSERO) PADANG BRANCH**

*This study aims to determine the relationship between quality of work life and the ability of innovative work behavior among employees at PT. ASDP Ferry Indonesia (Persero) Padang Branch. The independent variable in this study is the quality of work life and the dependent variable is innovative work behavior. The measuring tools used in this study are the quality of work life scale and the innovative work behavior scale. The sample selection technique in this study is saturated sampling technique. The sample in this study were 76 employees at PT. ASDP Ferry Indonesia (Persero) Padang Branch. Test the validity and reliability in this study using the alpha cronbach technique. The results of the validity coefficient on the quality of work life scale ranged from 0.314 to 0.842. The results of the validity coefficient on the innovative work behavior scale ranged from 0.335 to 0.766. With a reliability coefficient of quality of work life of 0.944 and on an innovative work behavior scale of 0.935. Based on data analysis, the correlation value between quality of work life and innovative work behavior was obtained at  $r = 0.447$  with a significant level of  $p = 0.000$ , which means the hypothesis is accepted. Shows a relationship with a moderate level and a positive direction, meaning that the higher the quality of work life, the higher the innovative work behavior and conversely the lower the quality of work life, the lower the innovative work behavior. This shows that there is a significant relationship between the quality of work life and the ability of innovative work behavior among employees at PT. ASDP Ferry Indonesia (Persero) Padang Branch.*

*Keywords: quality of work life, innovative work behavior, employees, correlation.*