

## ABSTRAK

### ***HUBUNGAN ANTARA LEARNING AGILITY DENGAN INNOVATIVE WORK BEHAVIOR PADA GURU SMAN 4 PADANG***

Penelitian ini dilakukan kepada guru SMAN 4 Padang. Penelitian ini bertujuan untuk melihat apakah terdapat hubungan antara *learning agility* dengan *innovative work behavior* pada guru SMAN 4 Padang. Populasi dalam penelitian ini adalah guru SMAN 4 Padang yang berjumlah 63 guru. Adapun teknik penentuan subjek penelitian ini menggunakan teknik *sampling* sensus/total yaitu teknik penentuan dimana semua anggota populasi dijadikan sampel atau responden (Sugiyono, 2024). Karena populasi dalam penelitian ini yang relatif kecil, maka penggunaan sampel dalam penelitian ini mengacu kepada seluruh guru SMAN 4 Padang yang berjumlah 63 guru. Alat ukur yang digunakan adalah skala *learning agility* yang peneliti susun berdasarkan dimensi menurut Lombardo & Eichinger (dalam Wardhani dkk., 2022) dan skala *innovative work behavior* yang peneliti susun berdasarkan dimensi *innovative work behavior* menurut De Jong & Den Hartog (dalam Rosyiana, 2019). Metode analisis data yang digunakan untuk pengujian hipotesis dalam penelitian ini adalah dengan menggunakan korelasi *product moment (pearson)*, yang menunjukkan bahwa  $r = 0,596$  dengan nilai  $p = 0,000 (< 0,01)$ , artinya terdapat hubungan yang signifikan antara *learning agility* dengan *innovative work behavior* pada guru SMAN 4 Padang, berarti hipotesis penelitian diterima. Adapun sumbangan efektif dari variabel *learning agility* terhadap *innovative work behavior* sebesar 35,52%, hal ini dapat diartikan bahwa *learning agility* mampu memberikan kontribusi terhadap *innovative work behavior* sebesar 35,52%.

**Kata kunci:** guru, *innovative work behavior*, *learning agility*, Padang, SMA

**ABSTRACT**  
**RELATIONSHIP BETWEEN LEARNING AGILITY WITH**  
**INNOVATIVE WORK BEHAVIOR TO SMAN 4 PADANG TEACHERS**

*This research was conducted on teachers of SMAN 4 Padang. This research aims to see whether there is a relationship between learning agility with innovative work behavior to SMAN 4 Padang teachers. The population in this study were 63 teachers of SMAN 4 Padang. The subject of this research uses techniques saturated sampling namely a determination technique where all members of the population are used as samples or respondents (Sugiyono, 2024). Because the population in this study is relatively small, the sample used in this study refers to all teachers of SMAN 4 Padang with 63 teachers. The measuring instrument used is learning agility scale which researchers compiled based on dimensions according to Lombardo & Eichinger (in Wardhani dkk., 2022) and the innovative work behavior scale that researchers compiled based on dimensions of innovative work behavior according to De Jong & Den Hartog (in Rosyiana, 2019). The data analysis method used for hypothesis testing in this research is correlation product moment (pearson), which shows that  $r = 0.596$  with  $p$  value = 0.000 ( $<0.01$ ), meaning that there is a significant relationship between learning agility with innovative work behavior to SMAN 4 Padang teachers. This means that the research hypothesis is accepted. The effective contribution of the variables learning agility towards innovative work behavior of 35,52%, this can be interpreted that learning agility is able to contribute to innovative work behavior by 35,52%.*

**Keywords:** *high school, innovative work behavior, learning agility, Padang, teachers*