

ABSTRAK

PENGARUH *LEADER MEMBER EXCHANGE (LMX)* TERHADAP PERILAKU KERJA INOVATIF PADA PEGAWAI BADAN PENGEMBANGAN SUMBER DAYA MANUSIA (BPSDM) PROVINSI SUMATERA BARAT

Penelitian ini dilakukan kepada pegawai Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sumatera Barat. Penelitian ini bertujuan untuk melihat apakah terdapat pengaruh antara *leader member exchange (LMX)* dengan perilaku kerja inovatif pada pegawai Pegawai Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sumatera Barat. Populasi dalam penelitian ini adalah seluruh pegawai Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sumatera Barat yang berjumlah 66 orang. Adapun subjek penelitian ini menggunakan teknik *sampling total*, dimana semua anggota populasi digunakan sebagai sampel. Alat ukur yang digunakan adalah skala *leader member exchange (LMX)* oleh Liden dan Maslyn (1998) dan skala perilaku kerja inovatif oleh Rosyiana (2019). Teknik analisis data menggunakan uji normalitas, uji heteroskedastisitas, uji autokorelasi, uji linearitas, uji regresi linear sederhana, dan uji koefisien determinasi. Berdasarkan hasil analisis data, didapatkan nilai koefisien regresi sebesar 0,623 dengan tingkat signifikansi yaitu 0,000, yang artinya hipotesis diterima. Terdapat pengaruh yang signifikan antara *leader member exchange (LMX)* terhadap perilaku kerja inovatif pada pegawai Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sumatera Barat, dengan arah pengaruh yang positif. Dengan demikian dapat diketahui bahwa semakin tinggi *leader member exchange (LMX)* maka semakin tinggi pula perilaku kerja inovatif pada pegawai Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sumatera Barat. Adapun sumbangan efektif dari *leader member exchange (LMX)* terhadap perilaku kerja inovatif yaitu 38,8%.

Kata kunci : *Leader member exchange*, perilaku kerja inovatif, pengaruh, pegawai, pemerintahan

ABSTRACT

THE INFLUENCE OF LEADER-MEMBER EXCHANGE (LMX) ON INNOVATIVE WORK BEHAVIOR AMONG EMPLOYEES OF THE HUMAN RESOURCE DEVELOPMENT AGENCY (BPSDM) OF WEST SUMATERA PROVINCE

This study was conducted on employees of the Human Resource Development Agency (BPSDM) of West Sumatra Province. The research aims to examine whether there is an influence between leader-member exchange (LMX) and innovative work behavior among employees of the Human Resource Development Agency (BPSDM) of West Sumatra Province. The population in this study consisted of all 66 employees of BPSDM West Sumatra Province. This study employed a total sampling technique, where all members of the population were included as the sample. The measurement instruments used were the leader-member exchange (LMX) scale by Liden and Maslyn (1998) and the innovative work behavior scale by Rosyiana (2019). Data analysis techniques included normality testing, heteroscedasticity testing, autocorrelation testing, linearity testing, simple linear regression analysis, and the coefficient of determination. The data analysis results indicated a regression value of 0.623 with a significance level of 0.000, meaning that the hypothesis was accepted. This finding confirms a significant and positive influence of leader-member exchange (LMX) on innovative work behavior among employees of BPSDM West Sumatra Province. Thus, the higher the leader-member exchange (LMX), the higher the innovative work behavior of employees at BPSDM West Sumatra Province. The effective contribution of leader-member exchange (LMX) to innovative work behavior was found to be 38.8%.

Keywords : Leader-member exchange, innovative work behavior, influence, employees, government.