

## **HUBUNGAN ANTARA IKLIM ORGANISASI DENGAN PERILAKU INOVATIF KARYAWAN PADA CV BIMARAMADHAN FOOD**

Penelitian ini dilakukan pada karyawan CV Bimaramadhan Food Kota Padang. Tujuan penelitian ini adalah untuk mengetahui hubungan antara iklim organisasi dengan perilaku inovatif pada karyawan CV Bimaramadhan Food Kota Padang. Teknik pemilihan sampel dalam penelitian ini adalah *non probability sampling*. Teknik *non probability sampling* yang digunakan adalah teknik *sampling jenuh*, yaitu teknik penentuan sampel bila semua anggota populasi menjadi sampel yaitu 50 orang. Uji validitas dan reliabilitas menggunakan *Alpha Cronbach*. Hasil uji coba menunjukkan koefisien validitas pada skala iklim organisasi didapatkan *corrected item- total correlation* berkisar antara 0,302 sampai dengan 0,783, sedangkan koefisien reliabilitasnya sebesar 0,892. Hasil uji coba koefisien validitas skala inovatif karyawan menunjukkan *corrected item-total correlation* berkisar antara 0,307 sampai dengan 0,725, dengan koefisien reliabilitasnya sebesar 0,904. Hasil uji hipotesis menunjukkan besarnya koefisien korelasi sebesar 0,758 dengan taraf signifikan  $p= 0,000$  yang berarti dapat disimpulkan bahwa terdapat hubungan yang bertaraf tinggi dan berarah positif antara iklim organisasi dengan perilaku inovatif. Nilai positif menunjukkan bahwa semakin tinggi iklim organisasi maka semakin tinggi perilaku inovatif, serta semakin rendah iklim organisasi maka semakin rendah perilaku inovatif pada karyawan. Adapun sumbangan efektif dari variabel iklim organisasi dengan perilaku inovatif sebesar 57%.

**Kata Kunci : Iklim Organisasi, Perilaku Inovatif, Karyawan**

## **ABSTRACT**

### ***THE RELATIONSHIP BETWEEN THE ORGANIZATION'S CLIMATE AND THE INNOVATIVE BEHAVIOR OF EMPLOYEES ON THE BIMARAMADHAN FOOD CV***

*This study was conducted on employees of CV Bimaramadhan Food Kota Padang. The purpose of this study was to find out the relationship between the organization's climate and innovative behavior in employees of CV Bimaramadhan Food Kota Padang. The sample selection technique in this study was non probability sampling. The non-probability sampling technique used is a saturated sampling technique, which is a technique of determining samples when all members of the population become a sample of 50 people. Test validity and reliability using Alpha Cronbach. The results of the trial showed the coefficient of validity on the organization's climate scale obtained corrected items - the total correlation ranged from 0.302 to 0.783, while the reliability coefficient was 0.892. The results of the employee's innovative scale validity coefficient trial showed corrected item-total correlation ranged from 0.307 to 0.725, with a reliability coefficient of 0.904. The results of the hypothesis test showed the magnitude of the correlation coefficient of 0.758 with a significant level of  $p = 0.000$  which means it can be concluded that there is a high-level and positive relationship between the organizational climate and innovative behavior. Positive values indicate that the higher the organizational climate, the higher the innovative behavior, and the lower the organizational climate, the lower the innovative behavior in employees. The effective contribution of the organization's climate variables with innovative behavior was 57%.*

**Keywords:** *Organizational Climate, Innovative Behavior, Employees*