

ABSTRAK

Francisca Keisya Febriyanti. 2026. Pengaruh *Perceived Organizational Support* dan *Self Leadership* terhadap *Innovative Work Behavior* melalui *Self Efficacy* sebagai Variabel Mediasi di Kantor Pertanahan Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Ririh Anggraini Setyahety, S.E., M.M

Penelitian ini bertujuan untuk menganalisis pengaruh *Perceived Organizational Support* dan *Self Leadership* terhadap *Innovative Work Behavior* melalui *Self Efficacy* sebagai variabel mediasi pada pegawai Kantor Pertanahan Kota Madiun. Penelitian menggunakan pendekatan kuantitatif dengan metode asosiatif, melibatkan seluruh pegawai sebagai responden melalui teknik sampel jenuh. Data dikumpulkan menggunakan kuesioner dan dianalisis dengan SPSS melalui uji instrumen, uji asumsi klasik, analisis regresi, uji hipotesis, dan uji mediasi. Penelitian ini dilatarbelakangi oleh tuntutan transformasi digital yang memerlukan perilaku kerja inovatif pegawai untuk meningkatkan kualitas pelayanan pertanahan. Hasil penelitian diharapkan dapat memberikan kontribusi bagi pengembangan ilmu Manajemen Sumber Daya Manusia serta menjadi masukan bagi Kantor Pertanahan Kota Madiun dalam meningkatkan dukungan organisasi, kepemimpinan diri, dan efikasi diri guna mendorong perilaku kerja inovatif pegawai.

Kata Kunci: *Perceived Organizational Support, Self Leadership, Self Efficacy, Innovative Work Behavior.*

ABSTRACT

Francisca Keisya Febriyanti. 2026. The Influence of *Perceived Organizational Support* and *Self-Leadership* on *Innovative Work Behavior* through *Self-Efficacy* as a Mediating Variable at the Madiun City Land Office. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Supervisor (II) Ririh Anggraini Setyahety, S.E., M.M

This study aims to analyze the influence of Perceived Organizational Support and Self-Leadership on Innovative Work Behavior through Self-Efficacy as a mediating variable in employees of the Madiun City Land Office. The study used a quantitative approach with an associative method, involving all employees as respondents through a saturated sampling technique. Data were collected using a questionnaire and analyzed with SPSS through instrument testing, classical assumption testing, regression analysis, hypothesis testing, and mediation testing. This study was motivated by the demands of digital transformation that require innovative work behavior of employees to improve the quality of land services. The results of the study are expected to contribute to the development of Human Resource Management science and provide input for the Madiun City Land Office in improving organizational support, self-leadership, and self-efficacy to encourage innovative work behavior of employees.

Keywords: *Perceived Organizational Support, Self Leadership, Self Efficacy, Innovative Work Behavior*