

ABSTRAK

Rosyida Kurniawati. 2026. Pengaruh *Psychological Empowerment* Terhadap *Innovative Work Behaviour* Dengan *Work Engagemet* Sebagai Variabel Mediasi Pada Wanita Karier Di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi Dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh *Psychological Empowerment* Terhadap *Innovative Work Behaviour* dengan *Work Engagement* sebagai variabel mediasi pada wanita karier di Kota Madiun menggunakan pendekatan kuantitatif melalui metode *Partial Least Square (PLS-SEM)* berbantuan perangkat lunak *SmartPLS* versi 4. Berdasarkan analisis data dari kuesioner yang disebarkan kepada 180 responden wanita karier yang didominasi oleh kelompok usia 30–39 tahun (50,5%), berpendidikan Sarjana/S1 (43%), dan berstatus sebagai Pegawai Negeri Sipil (69,4%). Hasil penelitian menunjukkan bahwa *Psychological Empowerment* memiliki pengaruh positif dan signifikan secara langsung terhadap *Innovative Work Behaviour*. Selain itu, ditemukan pula bahwa *Work Engagement* terbukti berperan signifikan sebagai variabel mediasi yang menghubungkan kedua variabel tersebut, mengindikasikan bahwa perasaan berdaya secara psikologis akan mendorong tindakan inovatif yang lebih optimal di lingkungan kerja apabila para wanita karier memiliki keterikatan, semangat, dan dedikasi yang tinggi terhadap pekerjaannya.

Kata kunci : *Psychological Empowerment, Innovative Work Behaviour, dan Work Engagement.*

ABSTRACT

Rosyida Kurniawati. 2026. The Effect of Psychological Empowerment on Innovative Work Behavior with Work Engagement as a Mediating Variable among Career Women in Madiun City. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Supervisor (II) Robby Sandhi Dessyarti, S.E., M.M.

This study aims to analyze the effect of Psychological Empowerment on Innovative Work Behavior with Work Engagement as a mediating variable among career women in Madiun City using a quantitative approach through the Partial Least Squares (PLS-SEM) method assisted by SmartPLS version 4 software. Based on data analysis from questionnaires distributed to 180 career women respondents, predominantly aged 30–39 (50.5%), with a Bachelor's degree (43%), and civil servant status (69.4%). The results of this study indicate that Psychological Empowerment has a direct, positive, and significant influence on Innovative Work Behavior. Furthermore, Work Engagement was also found to play a significant role as a mediating variable connecting the two variables, indicating that feelings of psychological empowerment will encourage more optimal innovative actions in the workplace if career women are highly engaged, passionate, and dedicated to their work.

Keywords: *Psychological Empowerment, Innovative Work Behavior, and Work Engagement.*