ABSTRAK

Alfian Adihamsa. 2026. *Pengaruh Iklim Organisasi, Kreativitas Karyawan, dan Integritas terhadap Perilaku Kerja Inovatif pada PT Bank BTPN Syariah Cabang Madiun*. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Heny Sidanti, S.E., M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Perilaku kerja inovatif merupakan faktor penting dalam meningkatkan kualitas pelayanan dan daya saing perusahaan. Perilaku tersebut dipengaruhi oleh berbagai faktor, di antaranya iklim organisasi, kreativitas karyawan, dan integritas. Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi, kreativitas karyawan, dan integritas secara parsial maupun simultan terhadap perilaku kerja inovatif pada pegawai PT Bank BTPN Syariah Cabang Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian kausal. Populasi penelitian berjumlah 36 pegawai lapangan PT Bank BTPN Syariah Cabang Madiun dengan teknik pengambilan sampel jenuh sehingga seluruh populasi dijadikan sampel. Sumber data yang digunakan adalah data primer yang diperoleh melalui penyebaran kuesioner dan didukung data sekunder berupa dokumentasi perusahaan. Teknik pengumpulan data meliputi observasi, wawancara, dokumentasi, dan kuesioner. Teknik analisis data menggunakan uji instrumen (uji validitas dan uji reliabilitas), uji asumsi klasik, analisis regresi linear berganda, uji koefisien determinasi (R^2), uji t, dan uji F dengan bantuan program SPSS versi 26. Hasil penelitian menunjukkan bahwa iklim organisasi berpengaruh positif dan signifikan terhadap perilaku kerja inovatif. Kreativitas karyawan dan integritas secara parsial tidak berpengaruh signifikan terhadap perilaku kerja inovatif. Namun, secara simultan iklim organisasi, kreativitas karyawan, dan integritas berpengaruh positif dan signifikan terhadap perilaku kerja inovatif pada pegawai PT Bank BTPN Syariah Cabang Madiun.

Kata kunci : Iklim organisasi, Kreativitas karyawan, Integritas, Perilaku kerja inovatif.

ABSTRACT

Alfian Adihamsa. 2026. *The Influence of Organizational Climate, Employee Creativity, and Integrity on Innovative Work Behavior at PT Bank BTPN Syariah Madiun Branch*. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Heny Sidanti, S.E., M.M. Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

Innovative work behavior is an important factor in improving service quality and organizational competitiveness. This behavior is influenced by several factors, including organizational climate, employee creativity, and integrity. This study aimed to determine the partial and simultaneous effects of organizational climate, employee creativity, and integrity on the innovative work behavior of employees at PT Bank BTPN Syariah Madiun Branch. This research employed a quantitative approach with a causal research design. The population consisted of 36 field employees of PT Bank BTPN Syariah Madiun Branch. Since the population was relatively small, a saturated sampling technique was applied, in which all members of the population were selected as the sample. The study used primary data collected through questionnaires and supported by secondary data obtained from company documentation. Data were collected through observation, interviews, documentation, and questionnaires. The data were analyzed using instrument testing (validity and reliability tests), classical assumption tests, multiple linear regression analysis, the coefficient of determination (R^2), t-test, and F-test with the assistance of SPSS version 26. The results indicated that organizational climate had a positive and significant effect on innovative work behavior. Employee creativity and integrity did not have a significant partial effect on innovative work behavior. However, organizational climate, employee creativity, and integrity simultaneously had a positive and significant effect on the innovative work behavior of employees at PT Bank BTPN Syariah Madiun Branch.

Kata kunci : Oganizational climate, Employee creativity, Integrity, Innovative work behavior.