

ABSTRAK

Choirotun Chisan. 2025. pengaruh *transformational leadership* dan *job autonomy* terhadap *innovative work behaviour* (studi pada karyawan PT Sumber Alfaria Trijaya Tbk Madiun). Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing I: Dr. Apriyanti, S.E., M.M., CPSMM., Pembimbing II: Robby Sandhi Dessyarti, S.E., M.M

Penelitian ini bertujuan untuk menguji pengaruh *transformational leadership* dan *job autonomy* terhadap *innovative work behaviour* pada karyawan PT Sumber Alfaria Trijaya Tbk Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel sebanyak 267 responden yang diambil melalui metode *purposive* sampling. Pengumpulan data dilakukan menggunakan kuesioner yang disebarikan secara online, dan analisis data dilakukan dengan menggunakan SPSS 27. Hasil penelitian menunjukkan bahwa kedua variabel independen berpengaruh positif terhadap variabel dependen. Pertama, *transformational leadership* memiliki pengaruh signifikan terhadap *innovative work behaviour*, yang berarti bahwa pemimpin yang mampu menginspirasi dan memotivasi karyawan dapat mendorong mereka untuk menunjukkan perilaku inovatif. Kedua, *job autonomy* juga terbukti berpengaruh positif terhadap *innovative work behaviour*, di mana kebebasan dalam mengelola pekerjaan memberikan kesempatan bagi karyawan untuk mengembangkan ide-ide baru. Penelitian ini memberikan kontribusi penting bagi perusahaan dalam memahami pentingnya gaya kepemimpinan yang transformasional dan pemberian otonomi kerja untuk mendorong inovasi dalam organisasi.

Kata Kunci: *Transformational leadership*, *job autonomy*, *innovative work behaviour*.

ABSTRACT

Choirotun Chisan. 2025. The influence of *transformational leadership* and *job autonomy* toward *innovative work behaviour* (a study of employees at n PT Sumber Alfaria Trijaya Tbk Madiun). *Management Study Program, Faculty of Economics and Business, PGRI Madiun University*. Advisor I: Dr. Apriyanti, S.E., M.M., CPSMM., Advisor II: Robby Sandhi Dessyarti, S.E., M.M

This study aims to examine the influence of transformational leadership and job autonomy towards innovative work behavior among employees at PT Sumber Alfaria Trijaya Tbk Madiun. This study used a quantitative approach with a sample of 267 respondents drawn through a purposive sampling method. Data collection was conducted using an online questionnaire, and data analysis was performed using SPSS 27. The results show that both independent variables has a positive effect towards the dependent variable. First, transformational leadership has a significant influence towards innovative work behavior, meaning that leaders who are able to inspire and motivate employees can encourage them to demonstrate innovative behavior. Second, job autonomy was also shown to have a positive effect towards innovative work behavior, where freedom in managing work provides employees with the opportunity to develop new ideas. This research provides an important contribution to companies' understanding of the importance of a transformational leadership style and providing job autonomy to encourage innovation within an organization.

Keyword: Transformational leadership, job autonomy, innovative work behaviour.