

ABSTRACT

This research aims to examine the influence of collaborative leadership on employee performance, the influence of creative behavior on employees, the influence of intrinsic motivation on employee performance, the influence of collaborative leadership on intrinsic motivation, the influence of creative behavior on intrinsic motivation, the influence of collaborative leadership on employee performance through intrinsic motivation, and the influence of creative behavior on employee performance through intrinsic motivation. This research uses a quantitative approach with the method of distribution of questionnaires distributed to employees of BPJS Employment in Madura. The results of the data analysis show (H1) that collaborative leadership positively but not significantly influences employee performance. (H2) collaborative leadership positively and significantly influences employee performance. (H3) collaborative leadership positively and significantly influences employee performance. (H3) intrinsic motivation positively but not significantly influences employee performance. (H4) creative behavior positively but not significantly influences employee performance. (H5) creative behavior influences employee performance in a positive and significant way. (H6) collaborative leadership positively influences employee performance, mediated by intrinsic motivation. (H7) creative behavior positively influences employee performance, mediated by intrinsic motivation.

Keywords: Collaborative leadership, creative behavior, intrinsic motivation, employee performance.

ABSTRAK

Penelitian ini bertujuan untuk mengkaji pengaruh kepemimpinan kolaboratif terhadap kinerja karyawan, pengaruh perilaku kreatif terhadap karyawan, pengaruh motivasi intrinsik terhadap kinerja karyawan, pengaruh kepemimpinan kolaboratif terhadap motivasi intrinsik, pengaruh perilaku kreatif terhadap motivasi intrinsik, pengaruh kepemimpinan kolaboratif terhadap kinerja karyawan melalui motivasi intrinsik, dan pengaruh perilaku kreatif terhadap kinerja karyawan melalui motivasi intrinsik. Penelitian ini menggunakan pendekatan kuantitatif dengan metode penyebaran kuesioner yang dibagikan kepada karyawan BPJS Ketenagakerjaan di Madura. Hasil analisis data menunjukkan (H1) kepemimpinan kolaboratif mempengaruhi kinerja karyawan secara positif namun tidak signifikan. (H2) kepemimpinan kolaboratif mempengaruhi kinerja karyawan secara positif dan signifikan. (H3) kepemimpinan kolaboratif mempengaruhi kinerja karyawan secara positif dan signifikan. (H3) motivasi intrinsik mempengaruhi kinerja karyawan secara positif namun tidak signifikan. (H4) perilaku kreatif mempengaruhi kinerja karyawan secara positif namun tidak signifikan. (H5) perilaku kreatif mempengaruhi kinerja karyawan secara positif dan signifikan. (H6) kepemimpinan kolaboratif mempengaruhi kinerja karyawan secara positif dimediasi oleh motivasi intrinsik. (H7) perilaku kreatif mempengaruhi kinerja karyawan secara positif dimediasi oleh motivasi intrinsik.

Kata Kunci: Kepemimpinan Kolaboratif, Perilaku Kreatif, Motivasi Intrinsik, Kinerja karyawan.