

ABSTRAK

Perilaku kerja inovatif telah menjadi hal yang penting bagi perusahaan untuk terus mendapatkan keunggulan kompetitif di abad ke-21, dimana perubahan pasar yang berubah sangat cepat dan semakin berkembangnya teknologi. *Leader member exchange*, kualitas kehidupan kerja yang berkualitas tinggi dan budaya organisasi dapat membentuk dan menumbuhkan perilaku kerja inovatif di antara karyawan agar dapat memenuhi tuntutan inovasi yang terus meningkat dalam konteks bisnis. Tujuan penelitian ini ialah untuk mengetahui hubungan antara *leader member exchange*, kualitas kehidupan kerja dan budaya organisasi terhadap perilaku kerja inovatif dan penelitian ini diharapkan dapat meningkatkan perilaku kerja inovatif karyawan yang nantinya akan membantu perusahaan telekomunikasi di DKI Jakarta untuk mencapai tujuan perusahaannya. Penelitian ini menggunakan 4 variabel yaitu *leader member exchange*, kualitas kehidupan kerja, budaya organisasi dan perilaku kerja inovatif. Teknik pengumpulan data yang digunakan yaitu kuesioner dan dibagikan kepada 155 responden. Penelitian ini menggunakan data primer dengan penyebaran kuesioner menggunakan skala likert 1-4 dengan mengukur 31 pernyataan. metode analisis yang digunakan yaitu regresi linier berganda. penelitian ini menunjukkan hasil bahwa *leader member exchange*, kualitas kehidupan kerja dan budaya organisasi secara simultan berpengaruh terhadap perilaku kerja inovatif, *leader member exchange* berpengaruh positif terhadap perilaku kerja inovatif. Kualitas kehidupan kerja berpengaruh positif terhadap perilaku kerja inovatif. Dan budaya organisasi memiliki pengaruh positif terhadap perilaku kerja inovatif.

Kata Kunci: *Leader member exchange*, kualitas kehidupan kerja, budaya organisasi, perilaku kerja inovatif.

ABSTRACT

Innovative work behavior has become important for companies to continue to gain a competitive advantage in the 21st century, where the market is changing rapidly and technology is developing. Leader member exchange, high quality work life and organizational culture can shape and foster innovative work behavior among employees in order to meet the ever-increasing demands for innovation in a business context. The purpose of this study was to determine the relationship between leader member exchange, quality of work life and organizational culture on innovative work behavior and this research is expected to improve employee innovative work behavior which will later help telecommunications companies in DKI Jakarta to achieve their company goals. This study uses 4 variables, namely leader member exchange, quality of work life, organizational culture and innovative work behavior. The data collection technique used is a questionnaire and distributed to 155 respondents. This study uses primary data by distributing questionnaires using a Likert scale 1-4 by measuring 31 statements. The analytical method used is multiple linear regression. This study shows the results that the leader member exchange, quality of work life and organizational culture simultaneously affect innovative work behavior, leader member exchange has a positive effect on innovative work behavior. Quality of work life has a positive effect on innovative work behavior. And organizational culture has a positive influence on innovative work behavior.

Keywords: *Leader member exchange, Quality Of Work Life, Organizational Culture, Innovative Work behavior.*