

Perceived Organizational Support for Innovation (2020)

by Paper 6

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Perceived Organizational Support for Innovation and Innovative Work Behavior: The Role of Leader-Member Exchange

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²**Abstract**--The aims of this study are to investigate the effect of perceived organizational support (POS) for innovation on innovative work behavior (IWB), and the mediating role of leader-member exchange (LMX) in the relationship between perceived organizational support and innovative work behavior. The samples of this study are 31 lecturers taken among 40 respondents that filled out the questionnaires in Faculty of Civil and Planning Engineering Technology Sepuluh November (ITS), Surabaya, particularly taken from Architecture, Interior and Product Design Department. This study used Partial Least Square (PLS) for the data analysis. The results show that the perceived organization support for innovation has significant positive effect on innovative work behavior and leader-member exchange. Similar result also find that leader-member exchange has positive effect on innovative work behavior although the result is insignificant. This implies that the influence of perceived organizational support for innovation on innovative work behavior was not mediated by leader-member exchange. In conclusion, the ITS should improve the perceived organizational support for innovation toward innovative work behavior. It is also expected that this study can contribute to the leadership literature by exploring one of the processes through which the supervisor-subordinate relationship and perceived organizational support contributes to organizational success, specifically innovative work behavior.

Key words--Innovative Work Behavior, POS for innovation, LMX

I. INTRODUCTION

Dynamic environment compel each organization to have employee innovative work behavior in daily tasks and assignments to be sustainable survive (Cefis & Marsili, 2006; Herrmann & Felfe, 2013). Innovation is the ability of people to develop and implement new idea in their work, and work has become more knowledge-based (J. P. De Jong & Den Hartog, 2007; Pierce & Delbecq, 1977). Generally, the organization fails to assess the innovation level of its member because the assessment is based on the organization's financial capability (Patterson, Kerrin, & Gatto-Roissard, 2009). The innovative work behavior has important role to drive an organizations to be more innovative, which does not only need analytical ability and creativity but also needs an ability to communicate, to persuade, and

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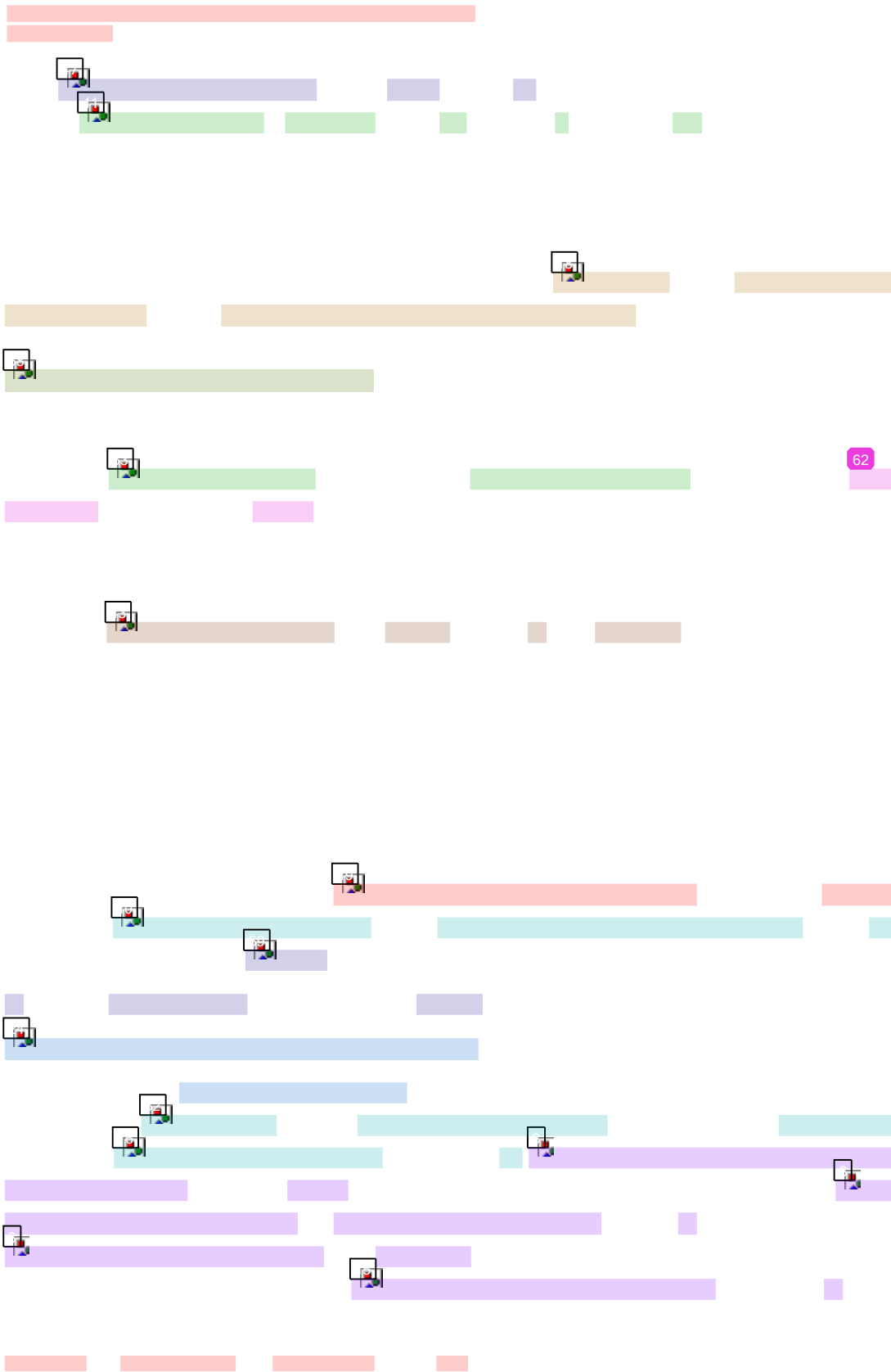
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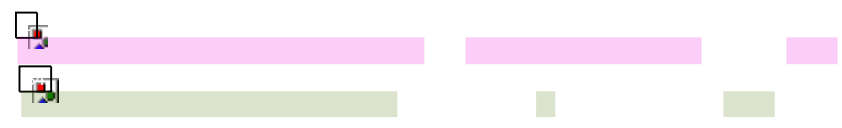
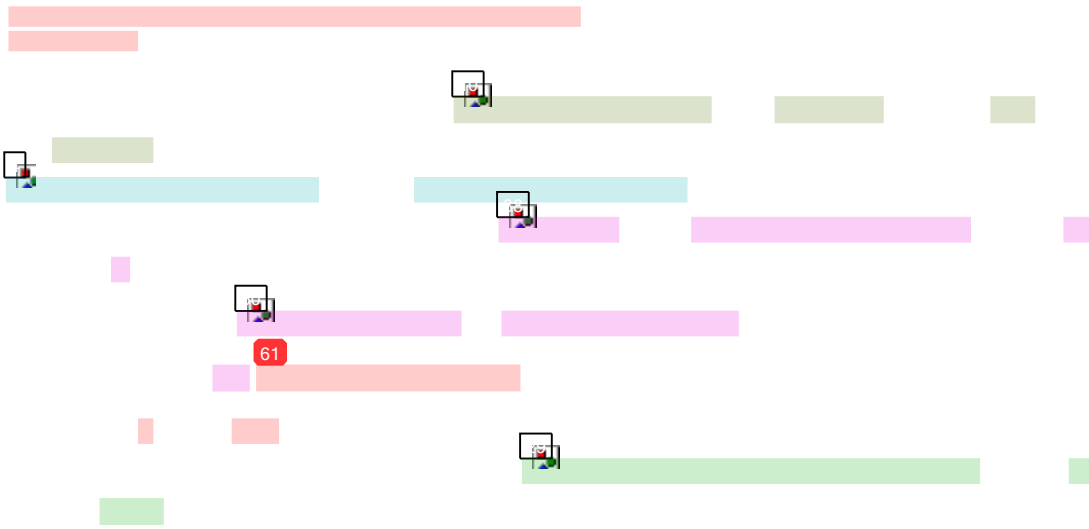
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