

ABSTRAK

Penelitian ini bertujuan : (1) untuk mengetahui pengaruh *openness to experience* dengan perilaku inovatif pada guru SMK “S”, (2) untuk mengetahui pengaruh persepsi kepemimpinan transformasional kepala sekolah dengan perilaku inovatif guru SMK “S”, dan 3) untuk mengetahui pengaruh *openness to experience* dan persepsi kepemimpinan transformasional kepala sekolah secara bersama-sama dengan perilaku inovatif pada guru SMK “S”. Sampel penelitian ini berjumlah 69 guru SMK “S”. Metode pengumpulan data menggunakan skala *openness to experience*, skala persepsi kepemimpinan transformasional kepala sekolah, dan skala perilaku inovatif. Analisis data menggunakan teknik regresi linier sederhana untuk analisis hipotesis pertama dan kedua, serta regresi linier berganda untuk analisis hipotesis ketiga. Hasil analisis menunjukkan bahwa (1) ada pengaruh antara *openness to experience* terhadap perilaku inovatif dengan nilai regresi sebesar 7,302 ($p < 0,01$); (2) ada pengaruh antara persepsi kepemimpinan transformasional kepala sekolah terhadap perilaku inovatif dengan nilai regresi 4,296 ($p < 0,01$); (3) terdapat pengaruh *openness to experience* dan persepsi kepemimpinan transformasional kepala sekolah terhadap perilaku inovatif didapatkan nilai F sebesar 26,261 ($p < 0,01$).

Kata kunci: *openness to experience*, persepsi kepemimpinan transformasional kepala sekolah, perilaku inovatif

ABSTRACT

This study aims: (1) to determine the effect of openness to experience with innovative behavior in vocational high school teachers, (2) to determine the effect of principals' perceptions of transformational leadership on innovative behavior of vocational high school teachers, and 3) to determine the effect of openness to experience and perceptions Transformational leadership of school principals together with innovative behavior in SMK "S" teachers. The sample of this study was 69 SMK "S" teachers. The data collection method used the openness to experience scale, the transformational leadership perception scale of the principal, and the innovative behavior scale. Data analysis used simple linear regression for the analysis of the first and second hypotheses, and multiple linear regression for the analysis of the third hypothesis. The results of the analysis show that (1) there is an influence between openness to experience on innovative behavior with a regression value of 7.302 ($p < 0.01$); (2) there is an influence between the principal's perception of transformational leadership on innovative behavior with a regression value of 4.296 ($p < 0.01$); (3) there is an effect of openness to experience and the perception of the principal's transformational leadership on innovative behavior, the F value is 26,261 ($p < 0.01$).

Keywords: openness to experience, perception of principal's transformational leadership, innovative behavior