

## ABSTRAK

Perilaku inovatif merupakan perilaku yang sangat diperlukan dalam menghadapi persaingan bisnis yang semakin ketat. Penelitian ini bertujuan untuk mengetahui hubungan antara iklim organisasi dengan perilaku inovatif pada karyawan PT. Bank Tabungan Pensiunan Nasional Syariah Magelang. Subyek penelitian sebanyak 70 karyawan yang sudah bekerja minimal 6 bulan. Pengambilan subyek menggunakan purposive sampling. Metode pengumpulan data menggunakan Skala iklim organisasi dan skala perilaku inovatif. Analisis data penelitian dengan menggunakan teknik korelasi product moment, yang diperoleh hasil koefisien korelasi ( $r_{xy}$ ) sebesar 0.507. Dengan demikian hipotesis penelitian ini dapat diterima. Artinya terdapat hubungan positif yang sangat signifikan antara iklim organisasi dan perilaku inovatif. Sumbangan efektif yang diberikan iklim organisasi terhadap perilaku inovatif sebesar 24.6 %, dan sisanya 75.4 % dipengaruhi oleh faktor lainnya selain iklim organisasi.

**Kata kunci :** Iklim organisasi, perilaku inovatif.

## **ABSTRACT**

*Nowadays, innovative behaviour is needed to survive the strong business competition. The aim of this research is to know the relationship between climate organization with innovative behaviour of PT. Btpn Syariah's employees. The subject of this research was as many as 70 employees that worked at least six months. The subject using a purposive sampling. The data collection using the scale of climate organization and innovative behaviour. Meanwhile, the analysis data of this research use correlation product moment technique, that resulted by Correlation Coefficient ( $r_{xy}$ ) 0.507.*

*In conclusion, the hypothesis of this study is acceptable. It means, there is a significant relationship between climate organization and innovative behaviour. The effective contribution that is given to climate organizations towards innovative behaviour are 24,6 % and the rest 75,4 % which are affected by the other climate organization.*

**key words** : *climate organization, innovative behaviour*