

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen organisasi dan perilaku inovatif pada karyawan pertambangan batubara. Hipotesis yang diajukan adalah terdapat hubungan positif antara komitmen organisasi dengan perilaku inovatif pada karyawan produksi di perusahaan pertambangan batubara PT. X Kalimantan. Subjek penelitian ini berjumlah 50 karyawan yang bekerja di perusahaan pertambangan batubara PT. X di Kalimantan. Pemilihan subjek dilakukan dengan menggunakan teknik *purposive sampling*. Metode pengumpulan data menggunakan skala komitmen organisasi dan skala perilaku inovatif. Teknik analisis yang digunakan untuk uji hipotesis adalah korelasi *product moment*. Berdasarkan hasil analisis diperoleh bahwa terdapat hubungan positif antara komitmen organisasi dan perilaku inovatif pada karyawan produksi. Data dianalisis menggunakan SPSS 26. Hasil penelitian menunjukkan bahwa ada hubungan positif antara komitmen organisasi dengan perilaku inovatif pada karyawan sebesar ($r = 0,311$ dan $p = 0,028 < 0,50$).

Kata kunci : komitmen organisasi, perilaku inovatif, karyawan

Abstract

This study aims to determine the relationship between organizational commitment and innovative behavior in coal mining employees. The hypothesis put forward is that there is a positive relationship between organizational commitment and innovative behavior in production employees at the coal mining company PT. X Borneo. The subjects of this study were 50 employees who worked at the coal mining company PT. X in Borneo. Subject selection was carried out using a purposive sampling technique. Methods of data collection using a scale of organizational commitment and innovative behavior scale. The analysis technique used to test the hypothesis is the product moment correlation. Based on the results of the analysis, it was found that there was a positive relationship between organizational commitment and innovative behavior in production employees. Data were analyzed using SPSS 26. The results showed that there was a positive relationship between organizational commitment and innovative behavior in employees ($r = 0.311$ and $p = 0.028 < 0.50$).

Keywords: *organizational commitment, innovative behavior, employees*