ABSTRAK

Perkembangan era digital telah membawa perubahan dalam dunia kerja yang menuntut karyawan untuk mampu beradaptasi, menghasilkan ide baru, serta menunjukkan perilaku kerja inovatif (*innovative work behavior*) dalam mendukung pencapaian tujuan organisasi. Penelitian ini bertujuan untuk mengetahui hubungan antara *psychological capital* dengan *innovative work behavior* pada karyawan Generasi Z di era digital. Penelitian ini menggunakan metode kuantitatif dengan desain penelitian korelasional melalui teknik analisis korelasi *Pearson Product Moment*. Sampel penelitian berjumlah 188 karyawan Generasi Z. Karakteristik sampel dalam penelitian ini yaitu karyawan Generasi Z yang telah bekerja dan memenuhi kriteria penelitian. Instrumen penelitian menggunakan *Psychological Capital Questionnaire (PCQ)* yang dikembangkan oleh Luthans dkk. (2007) dan diadaptasi oleh Shaleh (2015) serta *Innovative Work Behavior Scale (IWB Scale)* yang dikembangkan oleh De Jong dan den Hartog (2010). Analisis data dilakukan menggunakan uji korelasi *Pearson Product Moment* untuk mengetahui hubungan antara *psychological capital* dengan *innovative work behavior*. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *psychological capital* dengan *innovative work behavior* pada karyawan Generasi Z dengan nilai koefisien korelasi sebesar r = 0,235 dan nilai signifikansi p = 0,001, yang menunjukkan bahwa semakin tinggi *psychological capital* maka semakin tinggi pula *innovative work behavior* yang dimiliki karyawan. Penelitian ini diharapkan dapat memberikan manfaat bagi organisasi sebagai dasar dalam mengembangkan kapasitas psikologis positif karyawan Generasi Z guna meningkatkan perilaku kerja inovatif di lingkungan kerja digital.

Kata kunci: Generasi Z, *Innovative Work Behavior,* Karyawan*, Psychological Capital*

ABSTRACT

The development of the digital era has brought significant changes to the work environment, requiring employees to adapt, generate new ideas, and demonstrate innovative work behavior to support organizational goals. This study aims to determine the relationship between psychological capital and innovative work behavior among Generation Z employees in the digital era. This study employed a quantitative approach with a correlational research design using the Pearson Product Moment correlation analysis technique. The research sample consisted of 188 Generation Z employees. The characteristics of the sample were Generation Z employees who were actively working and met the research criteria. The research instruments used were the Psychological Capital Questionnaire (PCQ) developed by Luthans et al. (2007) and adapted by Shaleh (2015), as well as the Innovative Work Behavior Scale (IWB Scale) developed by De Jong and den Hartog (2010). Data analysis was conducted using the Pearson Product Moment correlation test to examine the relationship between psychological capital and innovative work behavior. The results showed a positive and significant relationship between psychological capital and innovative work behavior among Generation Z employees, with a correlation coefficient of r = 0.235 and a significance value of p = 0.001, indicating that higher psychological capital is associated with higher levels of innovative work behavior. This study is expected to provide benefits for organizations as a consideration in developing employees' positive psychological capacities to enhance innovative work behavior in digital work environments.

Keywords: *Employees, Generation Z, Innovative Work Behavior, Psychological Capital*