

**HUBUNGAN ANTARA MODAL PSIKOLOGIS DAN
PERILAKU KERJA INOVATIF PADA PEKERJA INDUSTRI KREATIF
DI INDONESIA**

Kurniasih, Y.J. 2025. Hubungan antara Modal Psikologis dan Perilaku Kerja Inovatif pada Pekerja Industri Kreatif di Indonesia. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

ABSTRAK

Penelitian ini bertujuan untuk mengkaji hubungan antara modal psikologis dan perilaku kerja inovatif pada pekerja industri kreatif di Indonesia. Peneliti berhipotesis bahwa terdapat hubungan positif antara modal psikologis dengan perilaku kerja inovatif pada pekerja industri kreatif di Indonesia. Modal psikologis, yang terdiri dari efikasi diri, harapan, optimisme, serta resiliensi diyakini berperan penting sebagai faktor pendorong bagi individu untuk terlibat aktif dalam penciptaan, promosi, serta implementasi ide-ide baru di lingkungan kerja. Metode penelitian yang digunakan adalah kuantitatif korelasional dengan teknik pengambilan sampel *non-probability sampling*. Data dikumpulkan melalui kuesioner yang tersedia dalam dua bentuk, yaitu daring dengan format Google Form dan luring dengan buklet cetak. Kuesioner mencakup dua skala translasi, yakni *Psychological Capital Questionnaire-5 (PCQ-5)* berisi 5 item ($\alpha = 0.71$) yang digunakan untuk mengukur modal psikologis pada partisipan, dan *Innovative Work Behavior Scale* yang memuat 9 item ($\alpha = 0.90$). Peneliti melakukan teknik analisis data *Spearman-rho* karena data tidak terdistribusi secara normal, namun memiliki hubungan yang linear. Hasil penelitian menunjukkan adanya hubungan positif antara modal psikologis dan perilaku kerja inovatif ($r_s = 0.544$; $p < 0.001$) dengan kekuatan korelasi berada pada kategori sedang. Temuan ini mendukung bahwa hipotesis diterima, yakni terdapat hubungan positif antara modal psikologis dan perilaku kerja inovatif.

Kata kunci: Modal Psikologis, Perilaku Kerja Inovatif, Pekerja Industri Kreatif.

**THE RELATIONSHIP BETWEEN PSYCHOLOGICAL CAPITAL AND
INNOVATIVE WORK BEHAVIOR IN CREATIVE INDUSTRY WORKERS
IN INDONESIA**

Kurniasih, Y.J. 2025. The Relationship between Psychological Capital and Innovative Work Behavior in Creative Industry Workers in Indonesia. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

ABSTRACT

This study aims to examine the relationship between psychological capital and innovative work behavior among creative industry workers in Indonesia. It was hypothesized that psychological capital has a significant positive correlation with innovative work behavior in this population. Psychological capital consisting of self-efficacy, hope, optimism, and resilience is considered to play a crucial role in motivating individuals to actively engage in the generation, promotion, and implementation of new ideas within the workplace. The research employed a quantitative method using non-probability sampling. Data were collected through questionnaire distributed in two formats: online via Google Form and offline in printed booklets. The questionnaire included two translated scale: the Psychological Capital Questionnaire-5 (PCQ-5), comprising of 5 items ($\alpha = .71$), used to assess participants' psychological capital; and the Innovative Work Behavior Scale, comprising of 9 items ($\alpha = .90$), used to measure innovative work behavior. Researchers used the Spearman-rho data analysis technique because the data were not normally distributed, but had a linear relationship. The results showed a positive relationship between psychological capital and innovative work behavior ($r_s = 0,544$; $p < 0,001$), with a moderate correlation. This finding supports the acceptance of the research hypothesis, indicating a statistically significant positive relationship between psychological capital and innovative work behavior among workers in the creative industry context.

Keywords: *Psychological Capital, Innovative Work Behavior, Creative Industry Workers*

