

ABSTRAK

Amri, Luigi Thumbellina. 2025. Hubungan Kepemimpinan *ambidextrous* dan perilaku kerja inovatif pada polisi. *Skripsi*. Yogyakarta : Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan kepemimpinan *ambidextrous* dan perilaku kerja inovatif pada polisi. Dilakukan penyebaran kuesioner yang melibatkan 152 anggota polisi yang penempatan kerja di seluruh wilayah Indonesia. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara kepemimpinan *ambidextrous* yang terbuka dan perilaku kerja inovatif, terdapat hubungan positif antara kepemimpinan *ambidextrous* yang tertutup dan perilaku kerja inovatif. Penelitian ini menggunakan metode kuantitatif. Skala yang digunakan dalam penelitian ini adalah hasil adaptasi dari skala *Innovative Work Behavior* milik Onne Janssen (9 item, $\alpha = 0,960$) dan skala multidimensi kepemimpinan *ambidextrous* dimensi *opening behavior* (7 item, $\alpha = 0,770$) dan kepemimpinan *ambidextrous* dimensi *closing behavior* (7 item, $\alpha = 0,885$) milik Hannes Zacher dan Kathrin Rosing. Analisis data dalam penelitian ini menggunakan analisis non parametrik *Spearman's Rho* karena diperoleh data tidak terdistribusi secara normal. Hasil penelitian menunjukkan hipotesis diterima, yaitu terdapat hubungan signifikan dan positif antara kepemimpinan *ambidextrous* yang terbuka dan perilaku kerja inovatif ($r_s = 0,774, p = <.001$) serta terdapat hubungan signifikan dan positif antara kepemimpinan *ambidextrous* yang tertutup dan perilaku kerja inovatif ($r_s = 0,334, p = <.001$). Hal ini berarti semakin tinggi tingkat kepemimpinan *ambidextrous*, semakin tinggi pula perilaku kerja inovatif. Sebaliknya, semakin rendah tingkat kepemimpinan *ambidextrous*, semakin rendah juga perilaku kerja inovatifnya.

Kata kunci: Kepemimpinan *ambidextrous*, Perilaku kerja inovatif, Polisi

ABSTRACT

Amri, Luigi Thumbellina. 2025. The relationship between Ambidextrous Leadership and Innovative Work Behavior among Police Officers. *Thesis*. Yogyakarta : Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to examine the relationship between ambidextrous leadership and innovative work behavior among police officers. A questionnaire was distributed to 152 police officers stationed across various regions of Indonesia. The hypotheses of this study propose that there is a positive relationship between opening ambidextrous leadership and innovative work behavior, as well as a positive relationship between closing ambidextrous leadership and innovative work behavior. This study employed a quantitative method. The scales used were adapted from Onne Janssen's Innovative Work Behavior scale (9 items, $\alpha = 0.960$) and the multidimensional Ambidextrous Leadership scale developed by Hannes Zacher and Kathrin Rosing, consisting of the opening behavior dimension (7 items, $\alpha = 0.770$) and the closing behavior dimension (7 items, $\alpha = 0.885$). Data analysis was conducted using the non-parametric Spearman's Rho test due to the data not being normally distributed. The results showed that the hypotheses were supported, indicating a significant and positive relationship between opening ambidextrous leadership and innovative work behavior ($r_s = 0.774$, $p < .001$), as well as a significant and positive relationship between closing ambidextrous leadership and innovative work behavior ($r_s = 0.334$, $p < .001$). These findings suggest that the higher the level of ambidextrous leadership, the higher the innovative work behavior. Conversely, lower levels of ambidextrous leadership are associated with lower innovative work behavior.

Kata kunci: *Ambidextrous leadership, Innovative Work Behavior, Police*