

ABSTRAK

PENGARUH CULTURAL INTELLIGENCE, GREEN TRANSFORMATIONAL LEADERSHIP DAN ORGANIZATIONAL JUSTICE TERHADAP EMPLOYEES INNOVATIVE BEHAVIOR MELALUI INNOVATION CLIMATE DAN JOB AUTONOMY PADA UNIVERSITAS SWASTA DI KOTA MEDAN

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Penelitian ini bertujuan untuk menganalisis pengaruh *cultural intelligence*, *green transformational leadership*, dan *organizational justice* terhadap *employees' innovative behavior* dengan peran mediasi *innovation climate* dan *job autonomy* pada universitas swasta di kota Medan. Penelitian ini merupakan penelitian asosiatif dengan pendekatan kuantitatif, menggunakan metode *Structural Equation Modeling–Partial Least Squares (SEM-PLS)* sebagai teknik analisis data. Hasil penelitian menunjukkan bahwa secara langsung *cultural intelligence* dan *organizational justice* tidak berpengaruh signifikan terhadap *employees' innovative behavior*, sedangkan *green transformational leadership* berpengaruh positif dan signifikan. Selanjutnya, *innovation climate* dan *job autonomy* terbukti berpengaruh positif dan signifikan terhadap *employees' innovative behavior*, dengan *job autonomy* memiliki pengaruh paling kuat. Ketiga variabel eksogen berpengaruh positif dan signifikan terhadap *innovation climate* dan *job autonomy*. Pengujian efek mediasi menunjukkan bahwa *innovation climate* memediasi pengaruh *cultural intelligence* dan *organizational justice* terhadap *employees' innovative behavior*, namun tidak memediasi pengaruh *green transformational leadership*. Sebaliknya, *job autonomy* secara konsisten memediasi pengaruh *cultural intelligence*, *green transformational leadership*, dan *organizational justice* terhadap *employees' innovative behavior*. Model penelitian memiliki kontribusi yang sangat kuat, ditunjukkan oleh nilai *Adjusted R Square* sebesar 80,3% variasi *employees' innovative behavior*, 74,6% variasi *innovation climate*, dan 78,9% variasi *job autonomy* yang mengindikasikan bahwa sebagian besar variasi variabel endogen mampu dijelaskan oleh model penelitian. Temuan ini menegaskan pentingnya penguatan iklim inovasi dan otonomi kerja dalam meningkatkan perilaku inovatif karyawan pada lingkungan universitas swasta di kota Medan.

Kata Kunci: *Culturel Intelligence, Green Transformational Leadership, Organizational Justice, Employee Innovative Behavior, Innovation Climate, Job Autonomy.*

ABSTRACT

THE INFLUENCE OF CULTURAL INTELLIGENCE, GREEN TRANSFORMATIONAL LEADERSHIP AND ORGANIZATIONAL JUSTICE ON EMPLOYEES INNOVATIVE BEHAVIOR THROUGH INNOVATION CLIMATE AND JOB AUTONOMY AT PRIVATE UNIVERSITIES IN THE CITY OF MEDAN

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This research aims to analyze the influence of cultural intelligence, green transformational leadership, and organizational justice on employees' innovative behavior with the mediating role of innovation climate and job autonomy at private universities in the city of Medan. This study is an associative study with a quantitative approach, using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) method as a data analysis technique. The results show that cultural intelligence and organizational justice do not have a significant direct effect on employees' innovative behavior, while green transformational leadership has a positive and significant effect. Furthermore, innovation climate and job autonomy are proven to have a positive and significant effect on employees' innovative behavior, with job autonomy having the strongest influence. The three exogenous variables have a positive and significant effect on innovation climate and job autonomy. The mediation effect test shows that innovation climate mediates the influence of cultural intelligence and organizational justice on employees' innovative behavior, but does not mediate the influence of green transformational leadership. Conversely, job autonomy consistently mediates the influence of cultural intelligence, green transformational leadership, and organizational justice on employees' innovative behavior. The research model has a very strong contribution, as indicated by an Adjusted R Square value of 80.3% of the variation in employees' innovative behavior, 74.6% of the variation in innovation climate, and 78.9% of the variation in job autonomy, indicating that most of the variation in endogenous variables can be explained by the research model. These findings emphasize the importance of strengthening the innovation climate and job autonomy in enhancing employees' innovative behavior in private universities in the city of Medan.

Keywords: *Cultural Intelligence, Green Transformational Leadership, Organizational Justice, Employee Innovative Behavior, Innovation Climate, Job Autonomy.*