

Creating Innovative Work Behavior: The Roles of Self Efficacy, Leader Competency, and Friendly Workplace

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Abstract

Innovation is the only way to get sustainability and growth. Technology can empower the innovation, but in other way, it also can kill the current business. The big question is how to get sustainability organization thru innovation. The focus of the study is on innovative work behavior, with employee as human factor subject that play the main role in the innovation process. The aim of this research is to investigate the relationship between employee self-efficacy, perceived leader's proficiency, and perceived employee friendly workplace into innovative working behavior and job satisfaction. After conducting a survey to 198 employees in telecommunication companies in Indonesia, we found that employee innovative working behavior and job satisfaction are related with self-efficacy, perceived leader's proficiency, and perceived employee friendly workplace. Furthermore, we propose some theoretical and managerial implications for future research.

Keywords

Business Management, Human factors, Innovative Work Behavior, Strategic Management, Sustainability

Biographies

Henny Santoso is a student in Doctor of Research in Management at Binus University, Jakarta. She earned Bachelor of Accounting from Tarumanagara University (Utar), and Master of Science in Accounting from Gadjah Mada University (UGM). Henny has more than 10 years working experience especially in Telecommunication Industry, with bold background in Finance, Business Control, and Strategic Partnership. In her current role, she has strong interests in strategic leadership, organizational behavior, and people management.

Asnan Furinto is a Senior Faculty at Binus University. He was the founder of DRM program in Binus University. Dr. Asnan earned his Bachelor in Engineering from Bandung Institute of Technology (ITB), and MBA from Monash University, Melbourne, Australia, and Doctor in Management from University of Indonesia, with distinction. Dr. Asnan has more than 20 years working experience in various industries such as education, shipping and integrated supply chain, brokerage and agency of offshore vessel principals. His expertise is in technology, supply chain management, strategic management, as well as higher education management.