

Employee readiness to innovate as determinant for innovative work behavior : study among Indonesian employees (Full Paper to submit for Proceeding in Association of Asian Social Psychology Conference 21th - 24th August 2013 in Yogyakarta)

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Abstrak

Face a change and competition between organizations force organization to handle this situation in order they will be sustain and perform optimally. Organization must cope that-with innovation, as well as, the employee in that organization. To face that challenge, there is need employee readiness to be involved. Unfortunately, there is still not much literature and study that explain about employee readiness to innovate. Several studies explain about readiness to innovation, but it focuses on organization readiness. So, we conduct a study to arrange the scale to measure employee readiness to innovate. The study was involved 216 employees from two photovoltaic companies. The reliability of scale was $\alpha = 0.846$. We also found significant and positive relation between readiness to innovate and innovative behavior ($r = 0.610$; $p < 0.01$).

The result showed that readiness to innovate will facilitate employee innovative behavior. The result also showed that employee readiness to illiiovate gave about 37 % contribution to innovative work behavior. So, the management can consider their employee readiness to innovate to foster innovative work behavior among their employee in the organization.