

Impact of Diversity towards Innovative Work Behaviour  
A Study at TOYOTA NASMOCO Slamet Riyadi Solo and PT  
AAM DEXA Yogyakarta

THESIS



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FACULTY OF BUSINESS AND ECONOMICS

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# Thesis

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A Study at TOYOTA NASMOCO Slamet Riyadi Solo and PT AAM DEXA Yogyakarta

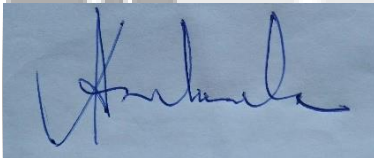
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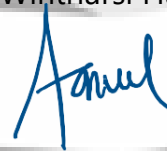


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**UNIVERSITAS ATMA JAYA YOGYAKARTA**  
**Fakultas Bisnis dan Ekonomika**

**Letter of Statement**

**No. 864/J/I**

Based on the Thesis Defense results that has been held on Monday, 2 August 2021 with the following examiners:

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TOYOTA NASMOCO Slamet Riyadi, Solo and PT AAM DEXA  
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Menyatakan bahwa skripsi yang telah diselesaikan ini adalah hasil karya saya dan tidak berisi karya orang lain kecuali pada beberapa bagian yang membutuhkan sebagai acuan dengan tata cara penulisan karya ilmiah yang seharusnya.

Yogyakarta, 12 Juli 2021



Adinda Dewi Megasari

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### **Impact of Innovative Work Behaviour:**

**A study at TOYOTA NASMOCO Slamet Riyadi and PT AAM DEXA  
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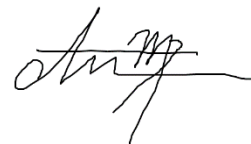
I do realize on its process, there are many helps, guidance and supports along the way. In its idea creation, construction, and completion, I received review and suggestion that helps me to compose a good research.

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The writer of this thesis realize that this research is not perfect and there are shortcomings in this writing. That being the case, the writer accepts suggestions and critics from readers to be able to improve writer's future researches and the future research study of others with similar topic.

Yogyakarta, XX July 2021



Adinda Dewi Megasari

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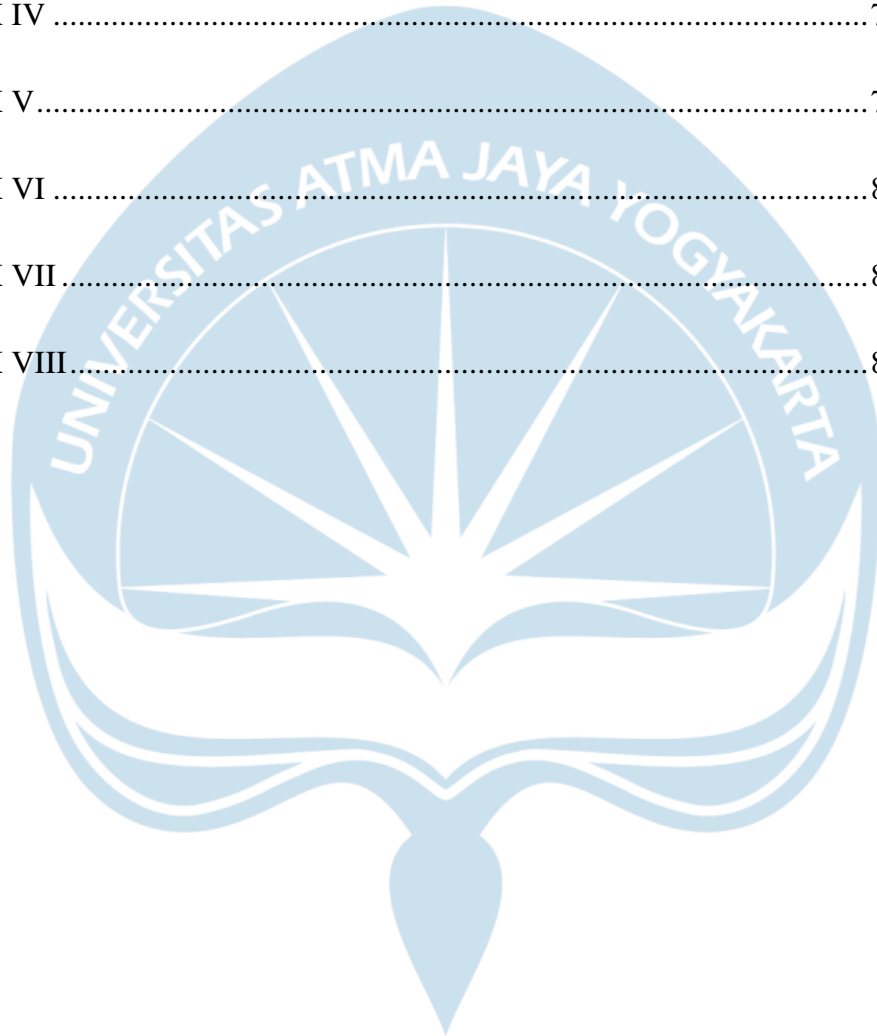


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# **Impact of Diversity towards Innovative Work Behaviour: A Study at TOYOTA**

**NASMOCO Slamet Riyadi Solo and PT AAM DEXA Yogyakarta**

**Adinda Dewi Megasari**

**171223448**

## **ABSTRACT**

The purpose of this research is to figure out the impact of diversity towards innovative work behaviour in the workplace. Specifically, from TOYOTA NASMOCO Slamet Riyadi Solo and PT AAM DEXA Yogyakarta. This research aims to see how diversity (visible dissimilarity and cognitive group diversity) affecting individuals in being innovative, to see if there is a significance relation between both variables. Looking at how diverse a workplace is, this study tries to conduct its research in an Indonesian company, to see if diversity also applies and affecting companies and workplace in terms of being innovative.

This research conducts a quantitative method, resulting statistical form output. Data collection itself requires minimum 30 people from each company, taken randomly by also rendering to its representative that respondents should be a full-time worker and are not under tight Standard Operating Procedure (SOP) where innovative work behaviour almost impossible to be done. The result of this research is indicating that one type of diversity (cognitive group diversity) does affect innovative work behaviour in a positive way while the other factor (visible dissimilarities) is proven to not cause any effect towards innovative work behaviour.

**Keywords:** *Diversity, Visible Dissimilarities, Cognitive Group Diversity, Innovative Work Behaviour.*