

**THE RELATION OF WORKPLACE SPIRITUALITY WITH
EMPLOYEES' INNOVATIVE WORK BEHAVIOUR: THE
MEDIATING ROLE OF PSYCHOLOGICAL
EMPOWERMENT
(THE CASE OF IDN Media)**

Thesis

Presented as Partial Fulfilment of the Requirements for the Degree of
Sarjana Manajemen (SM) in International Business Management Program
Faculty of Business and Economics Universitas Atma Jaya Yogyakarta



Compiled by: Gabriel Koresy

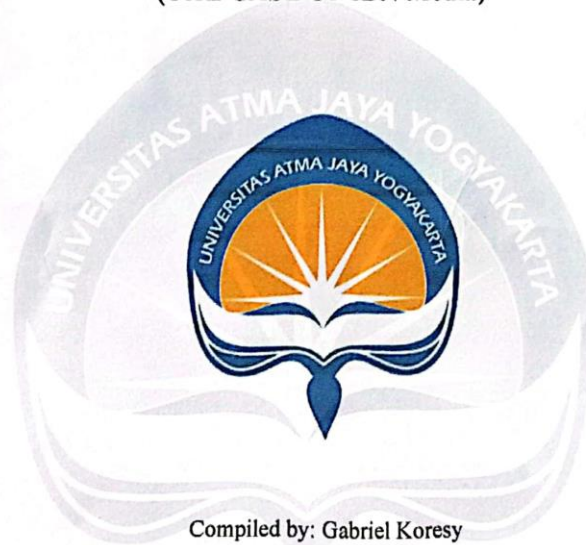
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**INTERNATIONAL BUSINESS MANAGEMENT PROGRAM
FACULTY OF BUSINESS AND ECONOMICS
UNIVERSITAS ATMA JAYA YOGYAKARTA**

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APPROVAL PAGE

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Yogyakarta, 17 June 2024

AUTHENTICITY ACKNOWLEDGEMENT

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**THE RELATION OF WORKPLACE SPIRITUALITY WITH
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Yogyakarta, 17 June 2024

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LETTER OF STATEMENT

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PREFACE

The researcher acknowledges the enduring support and guidance of his faith in God, The Heavenly Father. This thesis is a partial fulfilment of the requirements for the International Business Management Program at the Faculty of Business and Economics, Universitas Atma Jaya Yogyakarta. The title of the thesis is:

THE RELATION OF WORKPLACE SPIRITUALITY WITH EMPLOYEES' INNOVATIVE WORK BEHAVIOUR: THE MEDIATING ROLE OF PSYCHOLOGICAL EMPOWERMENT (THE CASE OF IDN Media)

The researcher also would like to extend his deep appreciation for the assistance and support from several figures, including:

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The researcher also recognizes the imperfections that exist within this study. The researcher welcomes constructive feedback on how this work can be improved to serve as a valuable resource for future studies.

Yogyakarta, 14 June 2024

A handwritten signature in black ink, consisting of a large 'J' followed by a 'K' and some stylized flourishes.

Gabriel Koresy

TABLE OF CONTENTS

APPROVAL PAGE	ii
AUTHENTICITY ACKNOWLEDGEMENT	iii
LETTER OF STATEMENT	iv
PREFACE	v
TABLE OF CONTENTS	vii
LIST OF TABLES	x
LIST OF FIGURES	xi
LIST OF APPENDICES	xii
ABSTRACT	xiii
CHAPTER 1 INTRODUCTION	1
1.1 Research Background	1
1.2 Research Question	8
1.3 Research Scope	8
1.4 Research Objective	9
1.5 Research Benefits	10
1.6 Systematic Writing	10
CHAPTER 2 LITERATURE REVIEW	12
2.1 Theoretical Background	12
2.1.1 Self-Determination Theory (SDT)	12
2.1.2 Workplace Spirituality	13
2.1.3 Psychological Empowerment	15
2.1.4 Innovative Work Behaviour	17
2.2 Previous Studies	19

2.3 Hypothesis Development.....	23
2.3.1 Workplace Spirituality on Innovative Work Behaviour.....	23
2.3.2 Workplace Spirituality on Psychological Empowerment.....	24
2.3.3 Psychological Empowerment on Innovative Work Behaviour.....	26
2.3.4 Psychological Empowerment Mediates Workplace Spirituality-Innovative Work Behaviour Relationship.....	27
2.4 Research Framework.....	28
CHAPTER 3 RESEARCH METHODOLOGY.....	30
3.1 Research Type.....	30
3.2 Location and Time of Research.....	30
3.3 Population & Sample.....	31
3.3.1 Population.....	31
3.3.2 Research Method Sampling.....	31
3.2.3 Sample Size.....	33
3.4 Data Type and Data Source.....	33
3.5 Data Collection Method.....	34
3.6 Operational Definition.....	35
3.7 Research Instrument.....	39
3.7.1 Validity Test.....	39
3.7.2 Reliability Test.....	39
3.8 Data Analysis.....	40
3.8.1 Descriptive Statistic Analysis.....	40
3.8.2 Hypothesis Testing.....	41
3.8.2.1 Simple Linear Regression.....	41
3.8.2.2 Coefficient of Determination.....	42

3.8.2.3 F-test.....	42
3.8.2.4 T-test.....	43
3.8.2.5 Mediation Test.....	44
CHAPTER 4 DATA ANALYSIS.....	49
4.1 Respondent’s Description.....	49
4.2 Measuring Instrument.....	52
4.2.1 Validity Test.....	52
4.2.2 Reliability Test.....	54
4.3 Data Analysis.....	55
4.3.1 Descriptive Analysis.....	55
4.3.1.1 Workplace Spirituality.....	56
4.3.1.2 Psychological Empowerment.....	59
4.3.1.3 Innovative Work Behaviour.....	61
4.3.2 Hypothesis Analysis.....	62
4.3.2.1 Regression Analysis of Workplace Spirituality (X) Variable to Innovative Work Behaviour (Y) Variable.....	63
4.3.2.2 Regression Analysis of Workplace Spirituality (X) Variable to Psychological Empowerment (M) Variable.....	64
4.3.2.3 Psychological Empowerment (M) Variable to Innovative Work Behaviour (Y) Variable Workplace Spirituality.....	66
4.3.2.4 Regression of Workplace Spirituality (X) Variable to Innovative Work Behaviour (Y) Variable with Psychological Empowerment (M) as mediating variable.....	67
4.3.2.5 Analysis result of the effect of Psychological Empowerment as a Mediating Variable of Workplace Spirituality to Job Innovative Work	

Behaviour	69
4.3.3 Discussion.....	70
4.3.3.1 Company and Respondent’s Background.....	70
4.3.3.2 Hypothesis 1: Workplace Spirituality affects Innovative Work Behaviour positively.....	72
4.3.3.3 Hypothesis 2: Workplace Spirituality affects Psychological Empowerment positively.....	72
4.3.3.4 Hypothesis 3: Psychological Empowerment affects Innovative Work Behaviour positively.....	73
4.3.3.5 Hypothesis 4: Psychological Empowerment mediates the effect of Workplace Spirituality toward Innovative Work Behaviour.....	74
CHAPTER 5 CONCLUSION.....	75
5.1 Conclusion	74
5.2 Managerial Implication.....	75
5.3 Research Limitation.....	77
5.4 Future Research Suggestion	79
BIBLIOGRAPHY	80
APPENDIX 1: Survey Questionnaire	85
APPENDIX 2: Survey Results.....	93
APPENDIX 3: Data Analysis	101

LIST OF TABLES

Table 2.1 Previous Studies.....	19
Table 3.1 Operational Definition	35
Table 3.2 Class Interval Division.....	40
Table 4.1 Respondent’s Demographic Description	49
Table 4.2 Validity Test Result	52
Table 4.3 Reliability Test Result.....	55
Table 4.4 Workplace Spirituality Descriptive Analysis.....	56
Table 4.5 Psychological Empowerment Descriptive Analysis	59
Table 4.6 Innovative Work Behaviour Descriptive Analysis	61
Table 4.7 Workplace Spirituality to Innovative Work Behaviour Regression	63
Table 4.8 Workplace Spirituality to Psychological Empowerment	64
Table 4.9 Psychological Empowerment to Innovative Work Behaviour Regression	66
Table 4.10 Workplace Spirituality to Innovative Work Behaviour with Psychological Empowerment as Mediator Regression	67
Table 4.11 Workplace Spirituality to Innovative Work Behaviour with Psychological Empowerment as Mediator Analysis	69

LIST OF FIGURES

Figure 1.1 Emerging ecosystems by early-stage funding value in 2023	3
Figure 2.1 Research Framework	29

LIST OF APPENDICES

APPENDIX 1: Survey Questionnaire	85
APPENDIX 2: Survey Results.....	93
APPENDIX 3: Data Analysis	101

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ABSTRACT

The startup ecosystem has been growing tremendously in the past 20 years since the emergence of dot-com companies and internet, with innovation as the lifeblood of its success. For startup like IDN Media, constantly generating fresh ideas and fostering a culture that embraces creativity is critical for staying ahead of the curve. This research examines the factors influencing innovation, focusing on IDN Media’s employees. The factors include workplace spirituality and psychological empowerment, while the outcome is innovative work behaviour of the employees. A survey was conducted using a 5-point Likert scale online questionnaire, gathering data from 52 respondents. Results were analysed using Linear Regression. Finding shows that workplace spirituality positively influences psychological empowerment and innovative work behaviour. Additionally, psychological empowerment was found to positively influence innovative work behaviour. Further analysis using mediation techniques suggests that psychological empowerment fully mediates the relationship between workplace spirituality and innovative work behaviour. This indicates that the positive impact of workplace spirituality on innovative work behaviour is achieved through fostering psychological empowerment within employees.

Keywords: *Innovation, Startup, IDN Media, Innovative work behaviour, Workplace spirituality, Psychological empowerment*