
The Influence of Leader Member Exchange on Innovative Work Behavior with Perceived Organizational Support as a Mediation Variable among Employees of Grand Keisha Hotel Yogyakarta

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Abstract

This abstract aims to investigate the influence of Leader Member Exchange (LMX) on innovative work behavior (IWB) with perceived organizational support (POS) as a mediating variable among employees of the Grand Keisha Hotel in Yogyakarta. The research problem focuses on the dynamics of the relationship between leaders and team members and how it influences the level of innovation in employee work behavior. The research method used was a survey with a questionnaire distributed to hotel employees. Data testing was carried out using statistical regression analysis techniques to measure the relationship between variables. The research results show that there is a significant positive relationship between LMX and IWB. In addition, POS also mediates the relationship between LMX and IWB. Thus, it can be concluded that the existence of a good relationship between leaders and team members (LMX) and perceived organizational support (POS) encourage an increase in innovative work behavior of hotel employees. These results provide important implications for management in improving leadership interactions with team members as well as strengthening organizational support to encourage innovation in the work environment.

Keywords: *Leader Member Exchange, Innovative Work Behavior, Perceived Organizational Support, Hotel Employees, Yogyakarta.*

1. Introduction

Grand Keisha Hotel Yogyakarta is one of the leading hotels in the region with a strong reputation in the hospitality industry. In the midst of an increasingly dynamic business complex, improving employee performance is crucial for continuity and success in an organization. Employee performance depends not only on their technical skills, but also on their ability to innovate in carrying out daily tasks.

One factor that is considered to have an important role in improving performance Employees are the relationship between leaders and team members, known as Leader Members Exchange (LMX). LMX refers to the interaction between a leader and his team members, which includes how well they understand each other, trust each other, and support each other. On the other hand, the ability to innovate in employee work behavior is known as Innovative Work Behavior (IWB), and is also recognized as an important factor in achieving organizational competitive advantage.

Previous research suggests that the relationship between LMX and IWB can be mediated by Perceived Organizational Support (POS). POS is an employee's perception to the extent to

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which the organization supports and cares about their needs. Therefore, in the context of the Grand Keisha Hotel Yogyakarta, the role of POS as a mediating variable between LMX and IWB is an interesting research subject.

Within this framework, this research aims to explore and analyze the influence of LMX on IWB by involving POS as a mediating variable among people employee Hotel Grand Keisha Yogyakarta. Study This expected can give deeper understanding of how interactions between leaders and team members, as well as perceived support from the organization, can influence the level of internal innovation employee work behavior.

This research has significant practical implications for the management of the Grand Hotel Keisha Yogyakarta in increase strategy development employee, strengthen relationships between leaders and teams, as well as improving a supportive work environment innovation. Apart from that, the findings of this research can also be a theoretical contribution to the literature about human resource management, especially in the context of the relationship between leaders and employees and their influence on organizational performance.

2. Methods

2.1. Data Collection

This research uses a quantitative approach to collect data needed to answer the research questions posed. Population in this study are all employees of the Grand Keisha Hotel Yogyakarta. Samples were taken using a purposive sampling method, with inclusion criteria in the form of employees who have worked at least for six months at the hotel and was willing to participate in the research.

Instrument collection data Which used is questionnaire Which is designed based on the variable construct studied, namely Leader Member Exchange (LMX), Innovative Work Behavior (IWB), and Perceived Organizational Support (POS). The questionnaire consists of some sections including structured questions with a Likert scale to measure respondent's perception of the variables studied. Before use, the questionnaire was tested its validity through content validity testing by a number of experts who have expertise in the related field, and its reliability was tested using Cronbach's alpha test.

2.2. Analysis Methods

The collected data will be analyzed using various statistical analysis techniques, including regression analysis to test the relationship between the independent variables (LMX) and dependent variable (IWB), as well as mediating variables (POS). Apart from that, descriptive statistical analysis as well will be carried out to describe the respondent's profile and the characteristics of the variables researched.

As a first step, the research approach will begin with the collection process primary data through distribution of questionnaires to respondents who have been selected as sample study. Next, the collected data will be analyzed using software statistics such as SPSS (Statistical Package for the Social Sciences) to get results accurate and accountable.

The use of a quantitative approach in this research is expected to provide deeper understanding of the influence of LMX on IWB by engaging POS as a mediating variable among employees of the Grand Keisha Hotel Yogyakarta. Implications practical from findings

study this expected can help management hotel in designing more effective strategies in increasing innovation in work behavior for employees.

3. Result and Discussion

3.1. Correlation Analysis between Leader Member Exchange and Innovative Work Behavior

Correlation analysis between Leader Member Exchange (LMX) and Innovative Work Behavior (IWB) in this study provides an in-depth understanding of the relationship between the interaction of leaders and team members with the level of innovation in employee work behavior. The findings from the correlation analysis show that there is a significant positive correlation between LMX and IWB. These results confirm that the stronger the interaction between leaders and members team (LMX), the higher the level of innovation in employee work behavior (IWB). It means that when there is a good relationship, mutual trust, and mutual support between leaders and team members, it can increase employees' ability to innovate in carrying out daily tasks.

This significant correlation underscores the importance of interpersonal roles between leaders and team members in creating a work environment that supports innovation. By establishing good interactions and building strong relationships between leaders and team members, organizations can motivate employees to actively participate in creating new ideas, encourage adoption of initiatives, and contribute to the development of creative solutions to the problems faced. It is important to remember that this correlation indicates a unidirectional relationship between LMX and IWB, however, cannot state direct cause and effect. Therefore, although there is a strong relationship between the two, it cannot be concluded that LMX is directly causes an increase in IWB. Other factors not considered in This research may also have a contribution to the level of innovation in work behavior employee.

Overall, the results of this correlation analysis provide significant evidence regarding the important role of LMX in increasing the level of innovation in employee work behavior. This provides practical implications for management in paying attention and strengthening interaction between leaders and team members as a strategy to improve innovation in organizations.

3.2. Significant Relationship between Leader Member Exchange and Perceived Organizational Support

Analysis of the significant relationship between Leader Member Exchange (LMX) with Perceived Organizational Support (POS) shows the importance of interaction dynamics between leaders and team members on employee perceptions of the support provided by the organization where they work. The research results confirmed the existence of a significant positive correlation between LMX and POS. This indicates that the better the interaction between leaders and team members, The higher the employee's perception of the support provided by the organization. When The relationship between the leader and team members is well established, trusting and present mutual support between the two, employees tend to feel that their organization caring, supportive and attentive to their needs.

The existence of a close relationship between LMX and POS indicates that these factors Interpersonal factors within an organization have a significant impact on how employees perceive the support they receive from the company. When employees feel supported by the

organization, this can increase motivation, engagement, as well their commitment to the job and the organization as a whole. It is important to note that these correlation results indicate an association between LMX with POS, but cannot state cause and effect directly. Temporary LMX contributes to POS, other factors such as organizational policies, work environment, and company culture can also influence employee perceptions of support organizational.

Thus, these results provide insights for organizational management, including Grand Keisha Hotel Yogyakarta, to understand the importance of the quality of relationships between leader and member team in influencing perception employee to support organizational. Strategy for developing strong relationships between leaders and team members is expected to have a positive impact on employee perceptions of support provided by the organization.

3.3. The Influence of Perceived Organizational Support on Relationships between Leader Members Exchange dan Innovative Work Behavior

Analysis about influence Perceived Organizational Support (POS) the relationship between Leader Member Exchange (LMX) and Innovative Work Behavior (IWB) highlights the mediating role of POS in influencing the link between leadership and interactions team members with the level of innovation in employee work behavior. The findings indicate that POS mediates the relationship between LMX and IWB significant. That is, when employees feel strong organizational support (POS), positive influence of interaction between leaders and team members (LMX) on the level of innovation in employee work behavior (IWB) becomes more visible. POS is an important factor bridging the relationship between LMX and IWB, which indicates that employee perceptions about organizational support plays an important role in driving the positive impact of interaction between team members and leaders on the level of work innovation.

These results underscore the need for organizations to not just focus on improvement interaction between leaders and team members, but also on creating a work environment that is support. When employees feel supported and appreciated by the organization, it can be an important driver for them to innovate in their work. high POS can motivate employees to be more active in generating new ideas, adopting them change, as well as engaging in innovative activities. However, it should be noted that this relationship is the result of findings from research correlational, so it cannot conclude direct cause and effect. Other factors don't considered in this study may also have an influence on the relationship between LMX, POS, and IWB.

Overall, the results of this study provide a strong picture of the important role of POS in mediating the relationship between LMX and IWB. The implications for management is to strengthen efforts in creating a good work environment supports and pays attention to efforts to improve leadership interactions and team members, as well as ensuring the availability of necessary organizational support for encouraging innovation in employee work behavior.

3.4. Mediation Results of Perceived Organizational Support on Relationships between Leader Members Exchange dan Innovative Work Behavior

Discussion regarding the results of Perceived Organizational Support (POS) mediation in relationship between Leader Member Exchange (LMX) and Innovative Work Behavior (IWB) is an important aspect that describes the role of POS as an internal mediating factor dynamics

of interaction between leaders and team members and the level of innovation in work behavior employee. Findings from the mediation analysis showed that POS significantly mediated relationship between LMX and IWB. This confirms that POS does not just have relationships directly with LMX and IWB, but also acts as a connecting intermediary both of them. This means that there is good interaction between leaders and team members (LMX). indirectly affects the level of innovation in employee work behavior (IWB) through Employees' perceptions of the support they receive from the organization.

Results This give outlook Which important that existence support perceived by employees can strengthen the positive impact of the relationship between leaders and team members on the level of innovation in their work. When employees feel support and attention from the organization, this can be additional motivation for them to be more involved in innovating, presenting new ideas, and improving the quality of their work. However, it should be noted that although these mediation results provide a strong picture about the role of POS in the link between LMX and IWB, but cannot imply direct cause and effect. It is still possible that there are other factors that have not been identified in this study. This research plays a role in the complexity of the relationship between the variables researched.

Overall, the results of this mediation provide practical implications for management in highlighting the importance of organizational support felt by employees as a factor which strengthens the positive influence of the interaction of leaders and team members on innovation in work behavior. Improving the quality of interaction within the team and ensure availability Adequate organizational support is a crucial focus for improving performance innovative employees in the work environment.

3.5. Influence Leader Member Exchange to Innovative Work Behavior with Perceived Organizational Support as a Mediator: Findings from Grand Hotel Employees Keisha Yogyakarta

In this research, the influence of Leader Member Exchange (LMX) on Innovative Work Behavior (IWB) with Perceived Organizational Support (POS) as a mediator inamong employees of the Grand Keisha Hotel Yogyakarta is the main focus of the analysis. Findings shows the complex relationship between these variables, which provides a rich picture of the dynamics of interactions between leaders and team members can influence the level of innovation in employee work behavior, through perceptions of support received from the organization. The research results confirm that LMX has a significant influence onIWB, which shows that the better the interaction between leaders and team members, the more the level of innovation in employee work behavior is also high. However, the findings are more interesting is that POS acts as a mediator in the relationship between LMX and IWB. It means that part of the positive influence of LMX on IWB is bridged by employee perceptions towards organizational support.

In the context of the Grand Keisha Hotel Yogyakarta, these results underline that strengthening interactions between leaders and team members is important, but it is also important to ensure that the organization provides sufficient support to employees. When employees feel strong support from the organization, this can increase influence positive relationship between LMX and IWB. However, this study has certain limitations. For example, a tendency to using a questionnaire as a data collection tool can influence inner subjectivity employee perceptions of the variables studied.

Overall, the findings of this study provide important insights for management of the Grand Keisha Hotel Yogyakarta. They need to understand that the effort to increasing interaction between leaders and team members must be supported by providing a work environment that supports and pays attention to needs and support given to employees. Thus, optimizing LMX by strengthening POS within the organization can be the key to increasing the level of innovation in work behavior employee at the Grand Keisha Hotel Yogyakarta.

3.6. Regression Test between the Variables Leader Member Exchange, Perceived Organizational Support, and Innovative Work Behavior in Hotel Employees

Regression testing is a statistical method used to evaluate relationships between one or more independent variables and the dependent variable. In this research, test regression is used to examine the influence of the Leader Member Exchange (LMX) variables and Perceived Organizational Support (POS) to variabel Innovative Work Behavior (IWB) in employees of the Grand Keisha Hotel Yogyakarta. The results of the regression test show that there is a significant influence between the variables LMX and POS against IWB. The LMX and POS variables have a positive relationship with IWB, meaning that the higher the LMX and POS values, the higher the level of IWB shown by hotel employees.

The LMX variable has a strong influence on IWB, indicating that quality The interaction between leaders and team members plays an important role in increasing the level innovation in employee work behavior. The better the interaction between leaders and team members, the higher the likelihood that employees will show innovative work behavior. Meanwhile, POS also has a significant influence on IWB. This matter shows that employees' perceptions of the support and attention they receive from the organization has a positive correlation with the level of innovation in work behavior. When employees feel supported by the organization, they tend to be more motivated and inclined to demonstrate innovative behavior in their work.

The results of this regression test provide important insight into the importance of LMX and POS in increasing IWB among employees of the Grand Keisha Hotel Yogyakarta. Implications The practical thing is that management needs to pay attention to the quality of interactions between leaders and team members and ensure that adequate organizational support is available for motivating employees to be more innovative in the work environment.

4. Conclusion

From research conducted regarding the influence of Leader Member Exchange (LMX) to Innovative Work Behavior (IWB) with Perceived Organizational Support (POS) as a mediating variable for employees of the Grand Keisha Hotel Yogyakarta, several findings important can be identified.

First, the research results show that there is a significant relationship between LMX and IWB. Good interaction between leaders and team members makes a significant contribution to the level of innovation in employee work behavior. This underscores the importance of the dynamics of relationships between individuals in a work team to stimulate employees' ability to innovate.

Second, the research results also show that POS has a role as a mediator between LMX and IWB. Organizational support felt by employees is an important factor that strengthens the positive influence of the relationship between leaders and team members on the level of

innovation in work. This indicates that the role of organizations in creating a supportive work environment is crucial to spur employee creativity and innovation.

The regression test shows that both LMX and POS have a significant influence on IWB. Good interactions between leaders and team members as well as employee perceptions of organizational support contribute positively to employees' ability to create new ideas, adopt changes, and actively participate in improving the quality of their work.

Thus, the main conclusion from this research is the importance of paying attention to the dynamics of interactions between leaders and team members in creating a work environment that supports innovation. The management of the Grand Keisha Hotel Yogyakarta needs to consider improving the quality of these interactions by building solid relationships and ensuring the support felt by employees for the organization.

This conclusion provides significant practical implications for human resource management in strengthening interactions between individuals within the organization, paying more attention to employee needs, and creating a work environment that facilitates and encourages the creation of innovation. It is hoped that this research will provide an important contribution in understanding how interpersonal factors and organizational support can influence the level of innovation in the work behavior of Grand Keisha Hotel Yogyakarta employees, as well as providing guidance for the development of more effective management strategies.

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