

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *entrepreneurial leadership* dan *learning agility* terhadap kinerja pegawai Badan Kepegawaian Daerah Provinsi Jambi, melalui *innovative work behavior*. Sampel penelitian yang digunakan sebanyak 85 orang responden, yang diambil dengan menggunakan teknik *sampling* jenuh. Jenis data yang dikumpulkan meliputi data primer yang berupa hasil isian kuesioner *entrepreneurial leadership*, *learning agility*, *innovative work behavior*, dan kinerja pegawai, serta data sekunder berupa hasil publikasi lainnya seperti; buku, jurnal-jurnal dan dokumen lainnya yang ada hubungannya dengan topik penelitian ini. Data yang telah dikumpulkan kemudian dianalisis dengan menggunakan metode analisis statistik deskriptif dan analisis verifikatif berupa *Partial Least Square* (PLS). Hasil analisis *direct effect* membuktikan bahwa; (1) *entrepreneurial leadership* secara langsung berpengaruh tidak signifikan terhadap *innovative work behavior*, (2) *learning agility* secara langsung berpengaruh signifikan terhadap *innovative work behavior*, (3) *innovative work behavior* secara langsung berpengaruh signifikan terhadap kinerja pegawai, (4) *entrepreneurial leadership* secara langsung berpengaruh tidak signifikan terhadap kinerja pegawai, (5) *learning agility* secara langsung berpengaruh signifikan terhadap kinerja pegawai. Sementara hasil analisis *indirect effect* membuktikan bahwa; (1) *entrepreneurial leadership* secara tidak langsung berpengaruh tidak signifikan terhadap kinerja pegawai, melalui *innovative work behavior*, dan (2) *learning agility* secara tidak langsung berpengaruh signifikan terhadap kinerja pegawai, melalui *innovative work behavior*. Hasil penelitian ini berimplikasi terhadap upaya peningkatan ketangkasan pegawai dalam hal menghadapi tekanan kerja dan kemampuan problem solving, serta peningkatan kemampuan inovasi pada pimpinan khususnya dalam hal pengembangan layanan yang dapat memberikan nilai tambah bagi organisasi dan masyarakat. Melalui upaya-upaya tersebut diharapkan dapat meningkatkan *innovative work behavior* dan kinerja pegawai di waktu yang akan datang.

Kata Kunci: *Entrepreneurial Leadership, Learning Agility, Innovative Work Behavior, Kinerja Pegawai*

ABSTRACT

This research aims to analyze the influence of entrepreneurial leadership and learning agility on employee performance in the Regional Personnel Agency of Jambi Province, through innovative work behavior. The research sample consists of 85 respondents, selected using a saturation sampling technique. The types of data collected include primary data in the form of questionnaire responses on entrepreneurial leadership, learning agility, innovative work behavior, and employee performance. Additionally, secondary data such as publications like books, journals, and other relevant documents related to the research topic were collected. The collected data were then analyzed using descriptive statistical analysis and verificative analysis using Partial Least Square (PLS). The results of the direct effect analysis indicate that: (1) entrepreneurial leadership does not significantly affect innovative work behavior, (2) learning agility has a significant direct effect on innovative work behavior, (3) innovative work behavior has a significant direct effect on employee performance, (4) entrepreneurial leadership does not have a significant direct effect on employee performance, and (5) learning agility has a significant direct effect on employee performance. Meanwhile, the results of the indirect effect analysis show that: (1) entrepreneurial leadership indirectly does not significantly affect employee performance through innovative work behavior, and (2) learning agility indirectly has a significant effect on employee performance through innovative work behavior. The implications of this research include efforts to enhance employees' agility in dealing with work pressure and problem-solving abilities, as well as improving innovation skills in leadership, especially in the development of services that add value to the organization and the community. Through these efforts, it is hoped that innovative work behavior and employee performance can be enhanced in the future.

Keywords: *Entrepreneurial Leadership, Learning Agility, Innovative Work Behavior, Employee Performance*