

Influence Of Innovative Leadership On Work Culture And Empowerment At The Department Of Industry And Trade Maluku Province

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Abstract

Empowerment is an effort to build that power by encouraging, motivating and raising awareness of one's potential and to develop it. This study aims to analyze and explain: the influence of innovation leadership on work culture, the influence of innovation leadership on empowering community groups through work culture, and the influence of work culture on empowering community groups. The object of research at the Department of Industry and Trade of Maluku Province uses the path analysis method. The sampling technique used purposive random sampling. The sample in this study is the community empowerment group. The results of the study prove that: the higher the innovation leadership, the higher the work culture in the empowerment group. The higher the innovation leadership, the higher the empowerment of community groups through work culture in community empowerment groups, work culture has a strong influence to mediate innovation leadership on community group empowerment. For the next researchers, it is necessary to examine collaboration knowledge sharing, innovation leadership in the context of future community development.

Keywords: *Innovation Leadership, Work Culture, Empowerment.*

INTRODUCTION

One of the things that underlies the obstacles to progress in the Maluku province is poverty. Poverty is a condition where there is an inability to meet basic needs such as food, clothing, shelter, education, and health. Poverty can be caused by the scarcity of basic necessities, or the difficulty of accessing education and employment. The lack of facilities in Maluku makes many of them do not get a proper education, especially for those who inhabit the interior of Maluku. In addition, race is also one of the obstacles to progress in Maluku.

Therefore, efforts to lift people from the valley of poverty are essentially as difficult as efforts to empower them. The task is not an easy job that is instant (you can see the results immediately). The success of the empowerment program cannot be separated from the role of a leader, both leaders in government organizations and community organizations, including group institutions as the focus and locus of empowerment Cousins, J. Bradley, (2005),.

The process of community empowerment in general forms and builds the welfare and independence of the community to fight the fast currents of globalization Fetterman, at al., (2007). Increasing the creativity of the poor in seeing economic prospects is based on how the government seriously wants to build strong human resources. So, improving the quality of the community through empowerment programs is needed. Nancy, (1994). Ndraha said that the government has two basic functions, namely the primary function or service, and the secondary function or empowerment.

Work Culture is a philosophy based on a view of life as values that become the nature, habits and also the driving force that is cultivated in a group and is reflected in attitudes into

behavior, ideals, opinions, views and actions that manifest as work. Ronny F.Y.(2011) Benefits of implementing a good Work Culture: 1) increasing the spirit of mutual cooperation, 2) increasing togetherness, 3) being open to each other, 4) increasing the spirit of kinship, 5) increasing the sense of kinship, 6) building better communication, 7) increasing work productivity, and 8) responsiveness with the development of the outside world, etc. The success of the implementation of the work culture program can be seen from, among others, increased responsibility, increased discipline and compliance with norms/rules, communication and harmonious relationships with all levels, increased participation and awareness, increased opportunities for problem solving and reduced absenteeism and complaints. Existing participation is still limited to the use of results. Ukaga, et al., (2004). The level of participation in development is still limited, for example, it is still limited to physical participation without having a broad role from planning to evaluation. To this situation and see the importance of innovative leadership, and work culture to the success of empowering community groups in the Department of Industry and Trade of Maluku Province.

Theoretical basis

Djoko Hartono (2012) This kind of leadership is not only able to make subordinates willing to cooperate, but there is a transformation of values that touches the formation of their character. The willingness of subordinates to cooperate is no longer due to external factors but comes from their heart, internal motivation, namely the character of the subordinates themselves. So it is clear that the personality of a community is also influenced by the leadership in the community itself. Ndaha, (2003). Work culture in an organization has been formed since the organization or group was established. The formation of work culture occurs when a work unit or organization faces a problem related to the sustainability of an organization involving external and internal changes. Wrihatnolo & Dwidjowijoto (2007). Empowerment is a "becoming process" not an "instant process". As a process, empowerment has three stages, namely, awareness, capacity and empowerment. In simple terms, it can be explained as follows (Wrihatnolo & Dwidjowijoto, 2007): Community empowerment are the elements that enable people to survive and (in a dynamic sense) be able to develop themselves to achieve their goals.

Therefore, empowering the community is an effort to (continuously) improve the dignity of the "lower" layers of society who are unable to escape the trap of poverty and underdevelopment.

RESEARCH METHODS

Data Collection Methods

The method used in collecting research data is as follows

1. Questionnaire, data collection in this study is a questionnaire submitted to respondents who are closed. To quantify the data obtained from respondents who are actually qualitative in nature, a Likert-type measurement scale is needed. Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the measured variables are translated into variable indicators. Data collection was carried out using one type of questionnaire, which consisted of a series of questions that were used to obtain data on several factors that formed the variables of innovative leadership, work culture and empowerment.

2. Interview or interviews, data collection techniques by conducting direct interviews with respondents. This technique is carried out in the hope of obtaining additional information to complete data that may not have been covered in the questionnaire.
3. Documentation, namely by studying existing documents in companies related to research problems.

Types And Sources Of Data

This study uses data collected from the following sources:

1. Primary data, is data generated to meet the needs of the research being handled. This data is collected directly from the field, obtained by conducting observations, surveys and interviews.
2. Secondary data, is data analyzed in this study, namely data that is already available in institutions/agencies or the community

Data Analysis Method

In accordance with the purpose of this study, the method of data analysis is quantitative analysis, technically carried out to examine the effect of innovative leadership, motivation, work culture and empowerment at the Department of Industry and Trade of Maluku Province. The method used to analyze using path analysis method (software) PLS program With the equation formula

$$Y1 = P1X1$$

$$Y2 = P1X1 + P2X2$$

RESULT AND DISCUSSION

Path Analysis Test Results

Data processing using the PLSPM method with XLSTAT, which is carried out to prove the influence between endogenous variables and exogenous variables, namely the influence of innovation leadership, work culture and empowerment results of path analysis calculations can be seen in the following table

Table 1. Path Test Results

Variable	Coefficients Path (B)	t Statistik	Sig.	Description
Innovation Leadership	0,1708	2,557	0,001	Sig
Work Culture				
Variable	Coefficients Path (B)	t Statistik	Sig.	Description
Innovation Leadership	0,2106	3,206	0,002	Sig
Work Culture	0,2053	2,114	0,036	Sig
Empowerment				

Source: primary data processed in 2022

Table 2. Hypothesis Testing Results

No	Hipotesis	Nilai	Status
1.	There is an influence of innovation leadership on work culture	t Statistic = 2,557 t table = 1,658 Sig = 0,001	Hypothesis 1 accepted
2	There is an influence of innovation leadership on empowerment through work culture	t statistic = 3,206 t table = 1,658 Sig .. = 0,002	Hypothesis 2 accepted
3.	There is an influence of work culture on empowerment	t statistic = 2,114 t table = 1,656 Sig = 0,036	Hypothesis accepted 3

Source: primary data processed in 2022

Discussion

The Influence of Innovative Leadership on Work Culture at the Department of Industry and Trade of Maluku Province

Based on the results of statistical tests, it shows that the Standardized Coefficients (0.2106), sig value 0.001, the t value is 2.557. The results of the study prove that there is a significant positive influence of innovative leadership on work culture. Thus the hypothesis which states that there is an influence between innovative leadership on work culture at the Department of Industry and Trade of the Maluku Province. Hypothesis accepted.

Innovative leadership which includes: leaders are able to formulate innovations that will be applied, leaders provide opportunities for members to actively participate in developing themselves in the workplace, leadership use various alternatives to facilitate the implementation of innovation. Leaders always use data as consideration in planning the implementation of innovation. The benefits of innovation are felt by members. Leaders always give trust to members, leaders also give responsibility to members. Leaders always provide solutions to solve problems. Leaders are able to formulate innovations that will be implemented. Leaders provide opportunities for members to actively participate in developing themselves in the workplace which has a significant effect on work culture which includes having friendly behavior in the workplace, work is resolved by mutual cooperation, likes to work hard, is always optimistic in completing work, always disciplined in completing work, always be honest, always firm in applying regulations to the Department of Industry and Trade of the Maluku Province.

Descriptively, the results of this study are supported by the responses of respondents who agree. Innovative leadership where the leader always gives confidence to members, who has a friendly behavior in the workplace, the leader gives confidence to members and input from team members who work in a cooperative way and are very calculated members who like to work hard, to be considered, and are always optimistic take advantage of the innovation felt by members, and the leadership also gives responsibility to its members, the intensity of the officers' activities is very necessary for control and discipline in completing work, and being honest can improve the work culture at the Department of Industry and Trade of Maluku Province.

This research is in line with research conducted by Rerry Tiqwani and Dewie Tri Wijayanti W. (2014) proving that innovative leadership and Innovative Culture have a high

significant relationship with employee performance. This concept is in line with the concept developed by Creativity can be expressed as the beginning of the innovation process when problems or performance gaps are recognized and ideas arise in response to a need for innovation (West, 2002 in De Jong, 2007).

The Influence of Innovative Leadership on Empowerment Through Work Culture at the Department of Industry and Trade of Maluku Province

Based on the results of statistical tests, it shows the value of Standardized Coefficients (0.2106), the value of sig is 0.002, the t value is 3.206. The results of the study prove that there is a significant positive effect of innovative leadership on empowerment through work culture. Thus the hypothesis which states that there is an influence between innovative leadership on empowerment through work culture at the Department of Industry and Trade of the Maluku Province. Hypothesis accepted.

Innovative leadership with: leaders are able to formulate innovations that will be applied, leaders provide opportunities for members to actively participate in developing themselves in the workplace, leader use various alternatives to facilitate the implementation of innovation. Leaders always use data as consideration in planning the implementation of innovation. The benefits of innovation are felt by members. Leaders always give trust to members, leaders also give responsibility to members. Leaders always provide solutions to solve problems. Leaders are able to formulate innovations that will be implemented. Leaders provide opportunities for members to actively participate in developing themselves in the workplace, which has a significant effect on empowerment through work culture at the Department of Industry and Trade of Maluku Province.

Descriptively, the results of this study are supported by responses to all respondents stating strongly agree. This research is in line with research conducted by Sue, (2003). Fujikake, Yoko, (2008), Darwito (2004) The Effect of Innovative Leadership Style on Job Satisfaction and Organizational Commitment to Improve Employee Performance using SEM analysis. The results of this study indicate that innovative leadership style has a positive effect on job satisfaction. Innovative leadership style has a positive effect on work culture. Rerry Tiqwani, Dewie Tri Wijayanti W. (2014). The Influence of Innovative Leadership and Innovative Culture on Employee Performance. The results of this study showed that innovative leadership and innovative culture have a high significant relationship with the performance of employees of PT Trisakti Jaya Perkasa Gresik, as well as research. Also Arief Rahman Hakim (2013) The Influence of Personality, Attitude, and Innovative Leadership on Creative Performance in Organizations. The results of the study prove that there is an influence of personality, attitude, and innovative leadership that has a positive influence on creative performance.

This research is in line with the concept developed by Harry S. Truman (2005) which explains the characteristics of innovative leaders are:

1. Having passion, he focuses on the things he wants to change, the challenges that exist, as well as strategies to deal with these challenges.
2. Have a vision Innovation has a purpose. Leaders can't expect their teams to innovate if they don't understand where the organization is headed.
3. View change as a challenge Innovative leaders have ambition and are never satisfied with "comfortable" conditions.
4. Dare to act outside the rules to innovate, not infrequently a leader needs to challenge the existing rules.

5. Not afraid of failure, innovative leaders consider failure as part of the lesson to achieve success.
6. Willing to collaborate, collaboration is the key for many leaders to succeed with innovation.

The Influence of Work Culture on Community Empowerment at the Department of Industry and Trade of Maluku Province

Based on the results of statistical tests showed that the value of Standardized Coefficients (0.2053), sig value of 0.036, t value of 2.114. The results of the study proved that there was a significant positive influence of work culture on the performance of community empowerment. Thus the hypothesis which states that there is an influence between work culture on empowerment at the Department of Industry and Trade of the Maluku Province. The hypothesis is accepted.

Work culture which is represented by indicators of having friendly behavior at work, work is resolved by mutual cooperation, likes to work hard, always optimistic in completing work, always disciplined in completing work, always being honest, always firm in applying regulations, has a significant positive effect on performance. empowerment at the Department of Industry and Trade of Maluku Province. The hypothesis is accepted. Descriptively, the results of this study are supported by respondents' responses indicating that respondents strongly agree. Work culture includes work that is resolved by mutual cooperation and input from team members is also very taken into account for consideration. If work is completed by mutual cooperation followed by input from the team/citizens, it is taken into account that it will make it easier to complete work, will increase empowerment at the Department of Industry Maluku Province Trade.

Research supports research conducted by Adi, et al., (2008), RM. Gardhika et al. 2013 Effect of Work Culture and Commitment on Employee Performance in the Ready Employee Cooperative (Karef) Bojonegoro. The results of the study show that the work culture of commitment simultaneously has a positive and significant effect on efforts to improve employee performance at work. The difference between this study and previous research is the sig value and multiple regression, the number of samples and objects and the time of the study. If you pay attention to the results of this study, it is clear that work culture has a very high influence when compared to innovative leadership and work motivation on empowerment at the Department of Industry and Trade of Maluku Province. This study supports the concept developed by Ndraha (2003) Work culture in an organization has been formed since the organization or group was established. The formation of work culture occurs when a work unit or organization faces a problem related to the sustainability of an organization involving external and internal changes. The difference between this study and previous research is the sig value and multiple regression, the number of samples and objects and the time of the study. If you pay attention to the results of this study, it is clear that work culture has a very high influence when compared to innovative leadership and work motivation on empowerment at the Department of Industry and Trade of Maluku Province.

CONCLUSION

Based on the results of the research that has been discussed in the previous chapter, some conclusions are as follows:

1. Innovative leadership has a significant positive effect on work culture at the Department of Industry and Trade of Maluku Province. The hypothesis is accepted.

2. Innovative leadership has a significant positive effect on empowerment through the work culture of the Department of Industry and Trade of Maluku Province. The hypothesis is accepted.
3. Work culture has a significant positive effect on the empowerment of the Department of Industry and Trade of Maluku Province. The hypothesis is accepted

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