

ABSTRAK

PENGARUH KEPEMIMPINAN INOVATIF DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP KOMITMEN TALENTA MUDA DENGAN *WORK MEANINGFULNESS* SEBAGAI VARIABEL MEDIASI PADA KARYAWAN PELINDO GROUP LAMPUNG

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Penelitian ini dilatarbelakangi oleh pentingnya komitmen talenta muda dalam mendukung keberlanjutan organisasi di tengah dinamika dunia kerja yang semakin kompetitif. Namun, masih terdapat inkonsistensi temuan terkait faktor-faktor yang memengaruhi komitmen tersebut, khususnya peran kepemimpinan inovatif, *perceived organizational support*, dan kebermaknaan kerja. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan inovatif dan *perceived organizational support* terhadap komitmen talenta muda dengan *work meaningfulness* sebagai variabel mediasi pada karyawan Pelindo Group Lampung. Penelitian ini menggunakan pendekatan kuantitatif dengan menggunakan teknik pengambilan sampel yaitu simple random sampling sebanyak 131 responden. Teknik analisis data yang digunakan adalah SEM-PLS dengan bantuan software SmartPLS 4. Hasil penelitian menunjukkan bahwa kepemimpinan inovatif berpengaruh positif dan signifikan terhadap komitmen talenta muda dan *work meaningfulness*. *Perceived organizational support* berpengaruh positif dan signifikan terhadap *work meaningfulness*, namun tidak berpengaruh signifikan terhadap komitmen talenta muda. Selanjutnya, *work meaningfulness* terbukti berpengaruh positif dan signifikan terhadap komitmen talenta muda serta mampu memediasi pengaruh kepemimpinan inovatif dan *perceived organizational support* terhadap komitmen talenta muda. Dengan demikian komitmen talenta muda lebih dipengaruhi oleh kepemimpinan inovatif dan kebermaknaan kerja dibandingkan dukungan organisasi secara langsung. Implikasi penelitian ini menunjukkan pentingnya penguatan kepemimpinan inovatif dan penciptaan pekerjaan yang bermakna dalam meningkatkan komitmen talenta muda.

Kata kunci: Kepemimpinan Inovatif, Komitmen Talenta Muda, *Perceived Organizational Support*, *Work Meaningfulness*.

ABSTRACT

THE EFFECT OF INNOVATIVE LEADERSHIP AND PERCEIVED ORGANIZATIONAL SUPPORT ON YOUNG TALENT COMMITMENT WITH WORK MEANINGFULNESS AS A MEDIATING VARIABLE AMONG EMPLOYEES OF PELINDO GROUP LAMPUNG

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This study is motivated by the importance of young talent commitment in supporting organizational sustainability amid increasingly competitive work dynamics. However, inconsistencies remain in prior findings regarding the factors influencing such commitment, particularly the roles of innovative leadership, perceived organizational support, and work meaningfulness. This study aims to analyze the effect of innovative leadership and perceived organizational support on young talent commitment, with work meaningfulness as a mediating variable among employees of Pelindo Group Lampung. This study employed a quantitative approach using simple random sampling with a total of 131 respondents. Data were analyzed using SEM-PLS with the assistance of SmartPLS 4 software. The results indicate that innovative leadership has a positive and significant effect on both young talent commitment and work meaningfulness. Perceived organizational support has a positive and significant effect on work meaningfulness, but does not significantly affect young talent commitment. Furthermore, work meaningfulness has a positive and significant effect on young talent commitment and mediates the relationship between innovative leadership and perceived organizational support on young talent commitment. These findings highlight the importance of leadership and meaningful work.

Keywords: Innovative Leadership, Perceived Organizational Support, Work Meaningfulness, Young Talent Commitment.