ABSTRAK

Nama	: Ardiansyah
Program Studi	: Manajemen Sumber Daya Manusia
Judul	: Pengaruh *Pro-Innovation Climate, Leader Member Exchange* dan *Psychological Empowerment* terhadap *Innovative Work Behavior* pada Bank Syariah Indonesia Cabang Lhokseumawe

Penelitian ini bertujuan untuk menganalisis Pengaruh *Pro-Innovation Climate, Leader Member Exchange* dan *Psychological Empowerment* terhadap *Innovative Work Behavior* pada Bank Syariah Indonesia Cabang Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner yang dibagikan kepada 175 responden karyawan Bank Syariah Indonesia Cabang Lhokseumawe. Analisis data dilakukan menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 4.0. Hasil penelitian menunjukkan bahwa *Pro-Innovation Climate* mampu meningkatkan *Innovative Work Behavior* pada Perbankan syariah di Kota Lhokseumawe, *Leader Member Exchange* mampu meningkatkan *Innovative Work Behavior* pada Perbankan syariah di Kota Lhokseumawe, namun sangat kecil kemampuannya dalam meningkatkan *Innovative Work Behavior, Psychological Empowerment* mampu meningkatkan *Innovative Work Behavior* pada Perbankan syariah di Kota Lhokseumawe.

Kata Kunci: ***Pro-Innovation Climate, Leader Member Exchange, Psychological Empowerment, Innovative Work Behavior***

ABSTRAK

Name : Ardiansyah
Study Program : *Human Resource Management*
Title : *The Influence of Pro-Innovation Climate, Leader-Member Exchange, and Psychological Empowerment on Innovative Work Behavior at Bank Syariah Indonesia, Lhokseumawe Branch*

This study aims to analyze the influence of Pro-Innovation Climate, Leader-Member Exchange, and Psychological Empowerment on Innovative Work Behavior at Bank Syariah Indonesia, Lhokseumawe Branch. The study employs a quantitative approach using a survey method, with questionnaires distributed to 175 employee respondents at the Bank Syariah Indonesia Lhokseumawe Branch. Data analysis was conducted using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with the aid of SmartPLS 4.0 software. The results indicate that Pro-Innovation Climate enhances Innovative Work Behavior; Leader-Member Exchange enhances Innovative Work Behavior (though its capacity to do so is very limited); and Psychological Empowerment enhances Innovative Work Behavior at the Sharia bank in Lhokseumawe City.

Keywords: ***Pro-Innovation Climate, Leader-Member Exchange, Psychological Empowerment, Innovative Work Behavior***