

## ABSTRAK

Nama : Akmal  
Program Studi : Manajemen  
Judul : Pengaruh *Pro-Innovation Organizational Climate*, *Leader member Exchange* dan *Intellectual Capital* terhadap *Innovative Work Behavior* pada Rumah Sakit dr. Fauziah Bireuen

Penelitian ini bertujuan untuk menganalisis Pengaruh *Pro-Innovation Organizational Climate*, *Leader member Exchange* dan *Intellectual Capital* terhadap *Innovative Work Behavior* pada Rumah Sakit dr. Fauziah Bireuen. Data untuk penelitian ini dikumpulkan melalui metode survei menggunakan kuesioner sebagai instrumen pengumpulan data. Populasi dalam penelitian ini adalah 71 Pegawai Rumah Sakit dr. Fauziah Bireuen. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis regresi linier berganda dengan menggunakan perangkat lunak SPSS (*Statistical Package for the Social Sciences*). Hasil penelitian menunjukkan bahwa *Innovation Organizational Climate* berpengaruh positif dan signifikan terhadap *innovation work behaviour* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen, secara parsial *Leader-member exchange* berpengaruh positif dan signifikan terhadap *innovation work behaviour* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen, secara parsial *intellectual capital* berpengaruh positif dan signifikan terhadap *innovation work behaviour* Pada Pegawai Rumah Sakit dr. Fauziah Bireuen. Penelitian ini memiliki implikasi praktis bagi manajemen Rumah Sakit dr. Fauziah Bireuen, yang menunjukkan pentingnya menciptakan iklim organisasi yang mendukung inovasi, membangun hubungan yang kuat antara pemimpin dan anggota, serta memanfaatkan modal intelektual untuk mendorong perilaku kerja inovatif pegawai. Serta rumah sakit dapat meningkatkan kemampuan inovatif para pegawainya, sehingga dapat berkontribusi terhadap peningkatan kualitas layanan kesehatan dan efisiensi operasional.

**Keyword:** *Pro-Innovation Organizational Climate*, *Leader member Exchange* dan *Intellectual Capital* terhadap *Innovative Work Behavior*

## **ABSTRACT**

*Name* : Akmal  
*Study Program* : Management  
*Title* : *The Influence of Pro-Innovation Organizational Climate, Leader-Member Exchange, and Intellectual Capital on Innovative Work Behavior at dr. Fauziah Hospital Bireuen*

*This study analyzes the influence of a pro-innovation organizational climate, leader-member exchange, and intellectual capital on innovative work behaviour at dr. Fauziah Bireuen Hospital. Data were collected through a survey method, utilizing a questionnaire as the primary data collection instrument. The population of this study consisted of 71 employees at dr. Fauziah Bireuen Hospital. A quantitative approach was employed, with multiple linear regression analysis conducted using SPSS (Statistical Package for the Social Sciences) software. The results indicate that a pro-innovation organizational climate has a positive and significant effect on the innovative work behaviour of dr. Fauziah Bireuen Hospital employees. Similarly, the leader-member exchange has a positive and significant impact on innovative work behaviour, as does intellectual capital. These findings suggest that fostering an organizational climate that supports innovation, building strong relationships between leaders and members, and effectively leveraging intellectual capital are essential for promoting innovative behaviour among employees. The study provides practical implications for the management of dr. Fauziah Bireuen Hospital, emphasises the importance of creating an innovation-supportive environment, strengthening leader-member relationships, and utilizing intellectual resources to enhance employees' innovative capacities. By doing so, hospitals can improve the innovative capabilities of their staff, ultimately contributing to enhanced service quality and greater operational efficiency in healthcare delivery*

*Keywords: Pro-Innovation Organizational Climate, Leader member Exchange and Intellectual Capital. Innovative Work Behaviour*