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The influence of self leadership on creative self efficacy and innovative work behavior

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ABSTRACT

This research aims to determine the influence of self-leadership, creative self-efficacy, and innovative work behavior of Driving Teachers in Gombong District. The sample population is driving teachers in Gombong District. Questionnaires were distributed by distributing questionnaires directly to driving teachers. SPSS version 22 software was used to model the relationships between the variables studied. The research results confirm the existence of a relationship between self-leadership and creative self-efficacy and innovative work behavior. Creative self-efficacy influences innovative work behavior. The research results show that there is a significant mediating effect of creative self-efficacy on the relationship between self-leadership and innovative work behavior. Based on the model presented in this research, we can conclude that self-leadership has an impact on creative self-efficacy and innovative work behavior.

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1. INTRODUCTION

One form of the implementation process that has been carried out is the Driving School Program (PSP), a program from the Ministry of Education and Culture that allows each educational unit to become the first school to adopt the Independent Curriculum Implementation. (Rachmawati *et al* ., 2022) . Success in implementing the curriculum is determined by the teacher's ability to use various teaching methods during the teaching and learning process (Prasetyono *et al* ., 2021). One characteristic of teachers with good teaching competence can be seen in their innovative behavior at work (Harun & Djafri, 2021). Previous research explains that a person's personal characteristics play an important role in increasing innovative work behavior. The characteristic referred to in this case is a leadership style, namely self-leadership, which is the characteristic of someone who, through cognitively controlled intentions and thoughts, makes desired changes to an innovative product or service (Goldsby *et al.*, 2021). Self-leadership can increase a person's self-confidence, knowledge and competence, thereby enabling them to achieve personal and organizational goals which have an impact on a person's self-influence for self-motivation and self-direction which is very necessary for innovative work behavior (Castellano *et al.*, 2021). Previous research explains that increasing

emphasis on organizational innovation means that interest in the innovative behavior of organizational members also increases (Baker *et al.*, 2022; Banmairuroy *et al.*, 2022). Innovative work behavior is a strategic and motivational tool for organizations and individuals to improve performance quality (Uppathampracha & Liu, 2022). Previous research has examined several factors that can influence innovative work behavior, namely stress (Anjum & Zhao, 2022), *creative self-efficacy* (Karwowski *et al* ., 2018; Santoso *et al* ., 2019), organizational climate (Xu et al., 2022), organizational learning (Chughtai & Khan, 2023), different leadership styles (Khan *et al* ., 2020; Messmann *et al* ., 2022; Mustika *et al* ., 2022). Previous research explains that personal characteristics are essential in increasing innovative work behavior.

The characteristic referred to in this case is a leadership style, namely self-*leadership*, which is the characteristic of someone who, through cognitively controlled intentions and thoughts, makes desired changes to an innovative (Asbari *et al.*, 2021; Goldsby *et al.*, 2021; Harari *et al.*, 2021). *Self-leadership* can increase a person's self-confidence, knowledge, and competence, thereby enabling them to achieve personal and organizational goals which have an impact on a person's self-influence for self-motivation and self-direction which is very necessary for innovative work behavior (Castellano *et al* ., 2021).Innovation is a challenge and risk for organizational Management, and individuals need motivation and self-confidence as a driving force to accept challenges (Karimi *et al* ., 2022; Liu *et al* ., 2017). Previous research explains that *creative self-efficacy* is essential in generating innovative ideas based on individual self-confidence, knowledge, and skills (Farmer & Tierney, 2017; Newman *et al.*, 2018; Park *et al.*, 2021). Previous research only discussed a person's innovative work behavior influenced by transformational leadership factors (Sudibjo, 2021).

This research aims to complement the results of previous research by adding the mediating variable creative self-efficacy as a mediator and adding a different type of leadership from previous research, namely self-leadership as a novelty in this research (Asbari *et al.*, 2021; Goldsby *et al.*, 2021; Harari *et al.*, 2021). Innovation is a challenge and risk for organizational management and individuals within the organization need motivation and self-confidence as a driving force to accept challenges (Karimi et al., 2022; Liu et al., 2017). Previous research explains that creative self-efficacy is an important factor in generating innovative ideas based on individual self-confidence, knowledge and skills (Bandura, 1986; Farmer & Tierney, 2017)

2. RESEARCH METHOD

This research uses a quantitative design by applying survey research methods. The population drives teachers in Gombong District, with 50 total population research samples. This instrument was adapted from previous research (Table 1) with Likert scale items of one to five, where one value represents the statement 'Strongly Disagree.' In contrast, a value of five represents the statement 'Strongly Agree.' The instrument, in the form of a questionnaire, was distributed via *Google Forms* to driving teachers in Gombong District. Of the total distribution of 50 questionnaires.

Table 1. Source and Number of Items in the Instrument

Variable	Amount Statement	Source
Self Leadership	8	(Goldsby et al., 2021)
Creative self efficacy	6	(Karwowski et al., 2018)
Innovative work behavior	6	(Janssen, 2000)

Statistical data analysis and path modeling were done using SPSS version 22 software. Two steps were carried out sequentially using *multiple regression*. First, the measurement model is evaluated, and then the structural model is assessed. All statistical analyses carried out are considered significant if *the p-value* ≤ 0.05.

3. RESULTS AND DISCUSSIONS

Figure one shows the findings of the PLS analysis, showing the path coefficient (b), the statistical significance of the path (*p-value*), and the variance explained by the structural model (R^2).

Figure 1. Conceptual Framework

This research aims to examine the relationship between Self Leadership and Innovative Work Behavior, with the mediating mechanism of Creative Self Efficacy. The aim is to find out how Self-Leadership influences teachers' Innovative Work Behavior through certain mechanisms in today's rapidly changing IT sector.

3.1 Assesment of the Measurement Model

A measuring instrument is declared valid if the significant correlation value of items to the total is ≤ α (Suliyanto, 2018). The measurement item is declared valid if the significant correlation value is ≤ α (0.05). A questionnaire is reliable if the respondent's answers to questions are consistent or stable over time. The item or variable is reliable if Cronbach Alpha > 0.60 or 60% (Table 2).

Table 2. Validity and Reliability of Instruments

Constructs	Indikator		*Cronbach Alpha*
Self Leadership	SL1	0,553	0,711
	SL2	0,301	
	SL3	0,534	
	SL4	0,614	
	SL5	0,631	
	SL6	0,605	
	SL7	0,716	
	SL8	0,741	
Creative Self Efficacy	CSE1	0,635	0,638
	CSE2	0,616	
	CSE3	0,587	
	CSE4	0,639	
	CSE5	0,516	
	CSE6	0,594	
Innovative Work Behavior	IWB1	0,738	0,729
	IWB2	0,771	
	IWB3	0,675	
	IWB4	0,513	
	IWB5	0,666	
	IWB6	0,546	

Table 2 shows a significant correlation value ≤ 0.05 with *Cronbach Alpha* > 0.60, explaining that the item is declared valid and provides adequate reliability.

3.2 Effect Testing

Validate the direct and indirect relationship hypothesis using *multiple regressions*. Tables 3 and 4 show significant direct and indirect effects in the path model and show the means, standard deviations, and p values.

Tabel 3 Direct Effect

Constructs	B	T-Stat	P Values
Self leadership -> Creative self efficacy	0,503	5,781	0.000

Self leadership -> Innovative work behavior	0.690	8,727	0.000
Creative self efficacy -> Innovative work behavior	0,609	4,478	0.004

Tabel 4 Indirect Effect

Constructs	B	T-Stat	P Values
Self leadership -> Innovative work behavior	0.690	8,727	0,000
Self leadership -> Creative self efficacy	0,503	5,781	0,000
Creative self efficacy -> Creative self efficacy -> Innovative work behavior	0,078	0,592	0,557

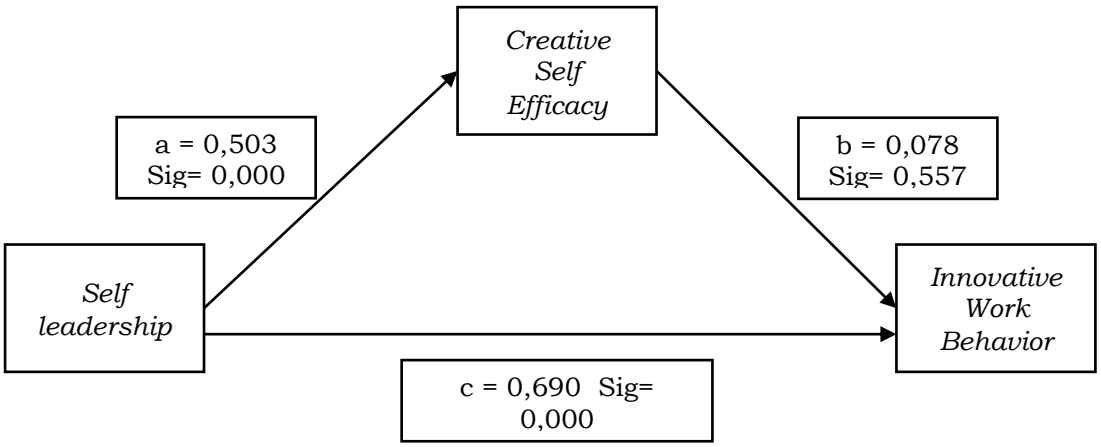

Figure 2. Result

The research results show a relationship between *self-leadership* and *innovative work behavior*. Analysis results show a value of 8.727 with *p-values* of 0.000, p. This means *self-leadership* is influential and positively significant to *innovative work behavior.* Self-influence allows people to identify behaviors that motivate them to complete challenging tasks by avoiding mistakes. A person with *self-leadership* characteristics can direct his thoughts to improve his work, innovate, and create desired changes (Mustika et al., 2022). Previous research explains that *self-leadership* positively improves organizational performance through creativity, innovation, and cooperation, which ultimately transforms cognitive strategies into innovative work behavior

Research results show a connection between *creative self-efficacy* and *innovative work behavior*. Analysis results show 4.478 with *p-values* 0.004, p. *creative self-efficacy* positively influences *innovative work behavior.* People with trust are highly creative , sensitive to positive stimulation, and inclined to adopt an objective approach to reach positive results. Trust self-creative linked with performance more work Good through approach orientation motivation, which refers to goals set somebody For in a way active chase results positive in place work, trust self-high creative people more active and working independently For reach positive results. Additionally, components of trust self-creative cover efficacy generally, assessing somebody's ability to do and overcome various situations. These findings indicate that workers with high creative self-confidence will feel more satisfied.

Research results show that *creative self-efficacy* mediates the connection between *self-leadership* and *innovative work behavior*. *Self-leadership* works as a source of Power to produce creative and innovative results by integrating briefing self and controlling self. *Self-leadership* makes it possible for somebody to adapt patterns, think, and improve their trust in self and imagination about their abilities and skills. High *leadership* was found to develop *creative self-efficacy* for more performance Because it is related to

leading self-self, and leadership is linked with leading others (Goldsby et al., 2021). Somebody with a sense of *creative self-efficacy* is tall and shows behavior. Working with creativity needs trust. Because trust is acquired from experience and knowledge, they generate and implement new ideas. A person with a high sense of self-efficacy also feels psychologically confident in facing uncertain and challenging circumstances and is likelier to perceive them as opportunities. Previous research shows that *creative self-efficacy* predicts creativity, innovation, and higher performance (Karwowski *et al* ., 2018; Khan *et al* ., 2020). This study reveals that Self-Leadership is a type of effective leadership that helps individuals increase their creative self-efficacy by believing in their abilities and developing self-confidence

4. CONCLUSION

Research result shows significant influence from *self-leadership* to *creative self-efficacy*, *self-leadership* to *innovative work behavior*, and *creative self-efficacy* to *innovative work behavior*. Additionally, research shows that mediation from *creative self-efficacy* mediates the connection between *self-leadership* and *innovative work behavior*. The research results support previous research findings which show that there is a positive and significant influence between self-leadership and innovative work behavior (Asbari *et al.*, 2021; Goldsby *et al.*, 2021; Harari *et al.*, 2021). A teacher who is self-motivated will be oriented towards self-management and planning with a focus on achieving certain goals with innovative work behavior to be productive and achieve targets that lead to innovation. The mediating role of creative self-efficacy also supports the results of this research which shows that organizations are increasingly dependent on technology for quality services to keep up with current technological developments. Talented teachers will encourage innovation if they are confident in their creative and innovative skills (Farmer & Tierney, 2017; Newman *et al.*, 2018; Park *et al.*, 2021)

The implication of this research shows that *self-leadership* is a process in which individuals use specific behavioral and cognitive strategies to influence and guide themselves. Leadership is a state in which an individual leads the motivation process. They are alone with a desire to reach something aimed at, and they have direct behavior and abilities to reach the direction objective. The relationship between managerial behavior and employee creativity is well-known in the literature. Previous research applying the leadership-member exchange model has linked it to employee creative abilities. Previous research suggests that this type of leadership can positively trigger creative self-efficacy. It is believed that the findings of this research will inspire organizational researchers to conduct further investigations and advance new insights that will benefit teachers in the field of education and the literature on organizational behavior.

The limitation of this research is that there are still very few research subjects in sub-district areas, further research can expand the research subjects to regional districts to get better results. Current research is limited to calculations, future research can use structural equation analysis to obtain better results.

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