

**PERAN MEDIASI PERILAKU KERJA INOVATIF PADA PENGARUH
AKTIVITAS *MOONLIGHTING* TERHADAP KINERJA DOSEN DI
INDONESIA**

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ABSTRAK

Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh aktivitas *moonlighting* terhadap kinerja dosen, pengaruh aktivitas *moonlighting* terhadap perilaku kerja inovatif, pengaruh perilaku kerja inovatif terhadap kinerja dosen, serta menguji peran mediasi perilaku kerja inovatif pada pengaruh aktivitas *moonlighting* terhadap kinerja dosen. Data diuji dan dianalisis dengan pendekatan kuantitatif dengan teknik analisis *Structural Equation Modeling* (SEM) menggunakan program AMOS 24. Hasil penelitian mengungkapkan bahwa: 1) aktivitas *moonlighting* berpengaruh negatif dan signifikan terhadap kinerja dosen, 2) aktivitas *moonlighting* berpengaruh positif dan signifikan terhadap perilaku kerja inovatif, 3) perilaku kerja inovatif berpengaruh negatif terhadap kinerja dosen, dan 4) perilaku kerja inovatif memediasi secara parsial pada pengaruh signifikan aktivitas *moonlighting* terhadap kinerja dosen. Rangkap kerja atau bekerja sampingan berdampak buruk pada produktivitas dosen karena dapat mengganggu fokus dan prioritas dosen untuk melakukan tugas Tri Dharma. Namun, perilaku inovatif dosen memberikan dampak positif pada kinerja dosen diperoleh melalui pengalaman dosen selama bekerja sampingan. Sehingga pekerjaan sampingan yang dilakukan oleh dosen memberikan dampak negatif sekaligus dampak yang positif pada kinerja dosen. Harapan dan saran dosen bagi pembuat kebijakan yakni mempertimbangkan kebijakan gaji dan pendapatan dosen, dan membuat kebijakan yang dapat mempermudah dosen dalam melakukan proses publikasi penelitian karena dosen masih kesulitan dalam memproses publikasi karya ilmiah. Bagi perguruan tinggi dosen mengharapkan adanya optimalisasi sarana dan prasarana yang layak bagi pelaksanaan tugas dosen di universitas. Untuk penelitian berikutnya, diharapkan mampu mempersempit ruang lingkup permasalahan dan melakukan penelitian pada aktivitas *moonlighting* pada perspektif yang berbeda.

Kata kunci: aktivitas *moonlighting*, perilaku kerja inovatif, kinerja dosen.

**THE ROLE OF MEDIATION OF INNOVATIVE WORK BEHAVIOR ON
THE INFLUENCE OF MOONLIGHTING ACTIVITIES ON LECTURERS
PERFORMANCE IN INDONESIA**

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ABSTRACT

The purpose of this study was to test and analyze the influence of moonlight activities on lecturer performance, the influence of moonlight activities on innovative behavior, the effect of innovative work behavior on lecturer performance, and to examine the mediating role of innovative work behavior on the effect of moonlight activity on lecturer performance. Data were tested and analyzed using a quantitative approach using Structural Equation Modeling (SEM) analysis techniques using the AMOS 24 program. The results of the study revealed that: 1) moonlighting activities had a negative and significant effect on lecturer performance, 2) moonlighting activities had a positive and significant effect on innovative work behavior, 3) innovative work behavior has a negative effect on lecturer performance, and 4) innovative work behavior partially mediates the significant effect of moonlighting activities on lecturer performance. Concurrent work or side jobs have a negative impact on lecturer productivity because it can disrupt focus and prioritize lecturers to carry out Tri Dharma tasks. However, the lecturer's innovative behavior has a positive impact on lecturer performance which is obtained through the lecturer's experience while working on the side. So that side jobs carried out by lecturers have a negative impact as well as a positive impact on lecturer performance. Lecturers' hopes and suggestions for policy makers are to consider lecturer salary and income policies, and create policies that can make it easier for lecturers to carry out the research publication process because lecturers still have difficulties in processing scientific paper publications. For tertiary institutions, lecturers expect optimization of adequate facilities and infrastructure for the implementation of lecturer duties at universities. For future research, it is expected to be able to narrow the scope of the problem and conduct research on moonlighting activities from a different perspective.

Keywords: *moonlighting activities, innovative work behavior, lecturer performance.*