

BAB V

PENUTUP

5.1 Kesimpulan

Berdasarkan hasil penelitian dan pembahasan yang telah dikemukakan sebelumnya, maka dapat disampaikan beberapa kesimpulan dalam penelitian ini sebagai berikut:

1. Persepsi inovasi organisasi berpengaruh positif terhadap perilaku inovasi individu
2. Persepsi inovasi organisasi berpengaruh positif kepemimpinan individu
2. Persepsi inovasi organisasi berpengaruh positif terhadap stres kerja
3. Kepemimpinan individu berpengaruh positif terhadap perilaku inovasi individu
4. Stres kerja berpengaruh negatif terhadap perilaku inovasi individu
5. Persepsi pengambilan risiko organisasi berpengaruh positif terhadap perilaku inovasi individu
6. Persepsi pengambilan risiko organisasi tidak memperkuat hubungan antara kepemimpinan individu terhadap perilaku inovasi individu
7. Kepemimpinan individu memediasi hubungan antara persepsi inovasi organisasi terhadap perilaku inovasi individu.
8. Stres kerja tidak memediasi hubungan antara persepsi inovasi organisasi terhadap perilaku inovasi individu.

5.2 Implikasi Penelitian

5.2.1 Implikasi Teoritis

Penelitian ini mendukung dan mengonfirmasi landasan teoretis Social

Exchange Theory (SET), di mana hubungan antara individu dan organisasi dibangun melalui proses timbal balik. Dengan kata lain, ketika kader pendamping keluarga beresiko stunting kota Padang memandang bahwa Badan Kependudukan dan Keluarga Berencana (BKKBN) Provinsi Sumatera Barat mendukung inovasi, mereka cenderung untuk mengadopsi sikap proaktif dan inovatif, mampu mengeksplorasi ide, pembangkitan ide, dan implementasi ide dalam pekerjaan mereka. Proses timbal balik ini mencerminkan inti dari SET, di mana persepsi dukungan inovasi yang diberikan oleh Badan Kependudukan dan Keluarga Berencana (BKKBN) Provinsi Sumatera Barat akan mendorong individu untuk berkontribusi secara lebih inovatif sebagai respons atas dukungan yang mereka terima. Temuan ini tidak hanya memberikan validasi empiris terhadap peran penting persepsi inovasi dalam mendorong perilaku inovatif, tetapi juga menyoroti bagaimana kepemimpinan individu berperan sebagai mediator dalam memperkuat hubungan tersebut. Sedangkan variabel stres kerja dan persepsi pengambilan risiko organisasi menunjukkan hasil yang tidak konsisten dalam konteks mediasi dan pengaruh langsung, yang mengindikasikan bahwa faktor-faktor ini memiliki peran yang lebih kompleks dan perlu ditelaah lebih lanjut dalam penelitian mendatang.

5.2.2 Implikasi Praktis

Implikasi penelitian ini sangat penting bagi BKKBN Sumatera Barat, khususnya bagi kader pendamping keluarga berisiko stunting di Kota Padang sebagai berikut:

1. Menjadi pedoman bagi BKKBN Sumatera Barat tentang bagaimana cara meningkatkan perilaku inovasi individu kader pendamping keluarga berisiko stunting di kota Padang dengan memperhatikan persepsi inovasi organisasi

dengan nilai TCR yang masih dalam kategori "Cukup" (TCR 77,75%), BKKBN Sumbar perlu memperkuat dukungan manajemen terhadap penekanan yang kuat pada penelitian dan pengembangan, kepemimpinan, teknologi, inovasi, pengembangan layanan. Diperlukan insentif berbasis inovasi, dan lingkungan kerja yang lebih adaptif terhadap perubahan.

2. BKKBN Provinsi Sumatera Barat agar dapat lebih meningkatkan aspek kepemimpinan individu kader pendamping keluarga berisiko stunting kota Padang. Tingkat capaian responden variabel kepemimpinan individu yang tergolong "Baik" (TCR 83,69%), BKKBN Sumatera Barat perlu memperkuat program pengembangan diri bagi kader pendamping keluarga berisiko stunting di Kota Padang, peningkatan pelatihan kepemimpinan berbasis refleksi diri, pemberian apresiasi atas kinerja, serta pembinaan mental dan motivasi agar kader lebih adaptif dan proaktif dalam menghadapi tantangan di lapangan.
3. Tingkat capaian responden pada variabel stres kerja yang tergolong "Sangat Rendah" (TCR 53,82%), BKKBN Sumatera Barat perlu mempertahankan kondisi kerja yang mendukung kesejahteraan kader pendamping keluarga berisiko stunting di Kota Padang. Upaya dapat dilakukan dengan memastikan beban kerja tetap seimbang, menyediakan dukungan psikososial, serta menciptakan lingkungan kerja yang lebih kolaboratif dan apresiatif agar kader tetap termotivasi dan produktif dalam menjalankan tugasnya.
4. Pada item pernyataan "secara umum koordinator kecamatan meyakini bahwa lingkungan dan tindakan yang lebih besar diperlukan untuk mencapai tujuan organisasi" mendapat nilai TCR baik yaitu 80.96%, ini

mengimplementasikan bahwa BKKBN Sumbar perlu mendorong para Koordinator di Kecamatan untuk lebih proaktif agar kader pendamping kelurag beresiko stunting mendapatkan ruang untuk meningkatkan keberanian dalam mengambil keputusan yang berorientasi kepada inovasi. Sementara itu, dengan rata-rata TCR keseluruhan yang masih "Cukup" (79,34%), diperlukan penguatan kapasitas kader pendamping keluarga berisiko stunting di Kota Padang melalui pelatihan pengambilan keputusan dalam situasi tidak pasti, pendampingan strategi manajerial, serta peningkatan kepercayaan diri dalam mengelola risiko demi efektivitas program.

5.3 Keterbatasan dan Saran.

Berdasarkan kesimpulan dan implikasi penelitian yang telah disampaikan sebelumnya, maka berikut ini dapat dikemukakan keterbatasan dan saran dalam penelitian ini:

1. Penelitian ini terbatas pada kader pendamping keluarga berisiko stunting di Kota Padang, disarankan penelitian berikutnya, pada kader pendamping keluarga berisiko stunting di seluruh wilayah Sumatera Barat.
2. Penelitian ini hanya menggunakan sebanyak 314 orang responden, disarankan penelitian berikutnya menggunakan lebih banyak responden agar lebih efektif data yang diperoleh lebih efektif dan akurat.
3. Responden pada penelitian ini kader pendamping keluarga berisiko stunting, disarankan pada penelitian berikutnya diperluas dengan melibatkan kader-kader lain yang berada dalam pembinaan pemerintah di Sumatera Barat, seperti kader posyandu, kader PKK, serta tenaga pendamping sosial yang memiliki

peran dan mitra kerja dalam percepatan penurunan stunting di Kota Padang.

4. Penelitian ini menggunakan pendekatan **kuantitatif dengan metode survei**, yang memungkinkan pengukuran hubungan antara variabel secara objektif dan sistematis, disarankan penelitian mendatang untuk mengombinasikan metode **kuantitatif dan kualitatif (mixed methods)**, sehingga dapat memberikan pemahaman yang lebih mendalam melalui wawancara atau studi kasus terhadap kader pendamping keluarga berisiko stunting.
5. Keterbatasan objek penelitian hanya BKKBN Provinsi Sumatera Barat, disarankan melakukan objek penelitian BKKBN Provinsi lainnya yang ada di Indonesia yang memiliki perbedaan budaya, culture, dan social background.
6. Perbedaan hasil analisis deskriptif antara survei awal dengan tingkat capaian responden 40% dan hasil penelitian dengan tingkat capaian responden sebesar 82,79% menunjukkan bahwa ada faktor-faktor tertentu yang mempengaruhi peningkatan perilaku inovasi kader pendamping keluarga berisiko stunting di Kota Padang. Oleh karena itu, penelitian selanjutnya disarankan untuk meneliti lebih dalam mengenai penyebab perubahan ini. Faktor-faktor seperti lingkungan kerja, dukungan organisasi, pelatihan, serta motivasi kader perlu dikaji untuk memahami peranannya dalam meningkatkan perilaku inovasi. Selain itu, penelitian dengan pendekatan jangka panjang (longitudinal) dapat dilakukan untuk melihat bagaimana perilaku inovatif kader berkembang seiring waktu. Menggunakan metode penelitian kualitatif atau gabungan (mixed-method) juga dapat memberikan wawasan yang lebih mendalam

mengenai faktor-faktor yang mendorong kader untuk lebih inovatif dalam menjalankan tugasnya.

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