

## ***ABSTRACT***

Teachers are the most important factor in the world of education around the world. Its role accompanies the growth of education on a large scale in every aspect. In every development of a good education system, there is a role for teachers in implementing plans that can be carried out in an innovative way. In addition to the role of teachers, the role of the principal in leading the educator team and organizational culture in the school is also important to guide teachers.

This research aims to find out the aspects that can make it easier for teachers to deal with change. The aspects studied are transformational leadership and organizational culture. The impact of this aspect was carried out to analyze innovative work behavior in teachers.

This research was conducted using a quantitative method by distributing questionnaires. The researcher distributed a questionnaire to teachers with 130 respondents. The sampling technique was used by *the purposive sampling* method. Data analysis was carried out using PLS-SEM using the Smartpls 3.2 application.

The results of the study showed that the first independent variable, namely transformational leadership, had a significant and positive effect on innovative work behavior. The second independent variable, namely organizational culture, has a significant and positive effect on innovative work behavior. Likewise, the two independent variables, if carried out simultaneously, have a significant effect on innovative work behavior.

The research that has been carried out is expected to be an evaluation material for schools and curriculum makers. In addition, this research can also make teachers aware of how important innovative work behaviors are for educators to face change.

*Keyword* : Transformational Leadership, Organization Culture, Innovative Work Behaviour, Teachers in Depok City