

Rifdah Qotrunnada, Arum Etikariena

Universitas Indonesia, Indonesia

Paper title: "How School Principal's Leader Humility Encourages Teachers to Be More Innovative: The Role of Informal Learning and Psychological Safety as Mediators"

Teachers' innovative work behavior is critical to the success of education, and principals play a significant role in fostering teachers' innovation. This study aims to examine how principals' leader humility influences teachers' innovative work behavior through the mediating roles of psychological safety and informal learning. Data were collected from 221 teachers in Indonesia using a convenience sampling technique. Hypotheses were tested using Model 6 of the PROCESS macro by Hayes. All hypotheses were supported by the data, indicating that psychological safety mediates the effect of leader humility on innovative work behavior ($\beta = 0.06$; 95% CI = [0.03, 0.11]), informal learning mediates the effect of leader humility on innovative work behavior ($\beta = 0.09$; 95% CI = [0.02, 0.15]), and psychological safety and informal learning serially mediate the effect of leader humility on innovative work behavior ($\beta = 0.07$; 95% CI = [0.03, 0.12]). These findings highlight the importance of leadership training focused on humility, assertive communication training for teachers, the establishment of teacher learning groups, and enhanced school management support for teachers' innovation processes.