

Pengaruh Knowledge Sharing Behavior Terhadap Perilaku Inovatif di Tempat Kerja pada Karyawan PT X dan Y = The Influence of Knowledge Sharing Behavior on Innovative Behavior at Workplace in Company X and Y's Employee

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh knowledge sharing behavior terhadap perilaku inovatif di tempat kerja pada karyawan PT X dan Y, dimana belum ada penelitian sebelumnya yang meneliti pengaruh dari kedua variabel ini.

Knowledge sharing behavior diartikan sebagai derajat dimana individu benar-benar membagi pengetahuan yang dimiliki, diciptakan, dan dibutuhkan kepada orang lain (Bock, 2002;2005).

Perilaku inovatif sendiri didefinisikan sebagai

penemuan yang disengaja, promosi, dan realisasi atas ide baru dalam peran kerja, kerja kelompok, atau organisasi, yang berfungsi untuk menguntungkan performa kerja, kelompok, atau organisasi (Janssen, 2004). Pengukuran knowledge sharing behavior menggunakan knowledge sharing behavior scale yang dikembangkan oleh Chennamaneni (2006) yang berjumlah 17 item. Perilaku inovatif di tempat kerja diukur menggunakan innovative work behavior scale yang dikembangkan oleh Janssen (2001) yang berjumlah 9 item. Hasil utama penelitian menunjukkan bahwa knowledge sharing behavior berpengaruh secara signifikan terhadap perilaku inovatif di tempat kerja ($r = .691$, $t(214) = 13.986$, $p < .01$). Knowledge sharing behavior juga dapat secara signifikan menjelaskan proporsi varians skor perilaku inovatif di tempat kerja ($R^2 = .478$, $F = 195.605$).

.....The purpose of this research was to discover the influence of knowledge sharing behavior on innovative behavior at workplace in company X and Y's employees,

where there is no previous research studied the effect of this two variables yet.

Knowledge sharing behavior defined as the degree to which people actually shares knowledge they have acquired or created (Bock, 2002;2005). Innovative behavior itself defined as intentional creation, introduction, and application of new ideas within a work role, group, or organization, in order to benefit role performance, the group, or the organization (Janssen, 2004). Measurement of knowledge sharing behavior used knowledge sharing behavior scale enhanced by Chennamaneni (2006) that have 17 items. Innovative behavior at workplace was measured by innovative work behavior scale developed by Janssen (2001) which have 9 items. The main result showed that knowledge sharing behavior is significantly predicted innovative behavior at workplace ($r = .691$, $t(214) =$

13.986 , $p < .01$). Knowledge sharing behavior also explained a significant proportion of variance in innovative behavior at workplace scores ($R^2 = .478$, $F = 195.605$).