

Meningkatkan knowledge sharing melalui intervensi token reinforcement system berdasarkan analisis trust in leaders dan perceived organizational support pada karyawan PT. R = Improving knowledge sharing through token reinforcement system based on the analysis of trust in leaders and perceived organizational support on employees of PT. R

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Abstrak

Penelitian ini melihat pengaruh trust in leaders dan perceived organizational support terhadap perilaku knowledge sharing. Hasil uji regresi berganda pada 92 karyawan terhadap variabel trust in leaders, perceived organizational support dan knowledge sharing menunjukkan pengaruh signifikan variabel trust in leaders dan perceived organizational support terhadap knowledge sharing ($p < 0,05$). Peneliti merancang intervensi token reinforcement system untuk meningkatkan perceived organizational support pada dimensi perceived organizational rewards and job conditions yang dipersepsikan paling rendah oleh karyawan.

Hasil uji signifikansi perbedaan pre-test dan post-test menunjukkan intervensi signifikan meningkatkan dimensi Perceived organizational rewards and job conditions sehingga terdapat peningkatan pula pada knowledge sharing ($t = -1,168$, $p < 0,05$). Dengan demikian, penting bagi perusahaan memberikan intervensi token reinforcement system agar karyawan menampilkan perilaku knowledge sharing yang diharapkan.

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The study looked at the influence of trust in leaders and perceived organizational support toward knowledge sharing behaviors. Multiple regression test results on 92 employees against variable trust in leaders, perceived organizational support and knowledge sharing indicate a significant influence of variable trust in leaders and perceived organizational support toward knowledge sharing ($p < 0.05$). Researchers devise, token reinforcement system interventions to increase the perceived organizational support dimension of perceived organizational rewards and job conditions that are perceived by employees of the lowest.

Significance test of difference results pre test and post test showed that the given intervention could improve the dimension of perceived organizational rewards and job conditions so that there was improvement in knowledge sharing ($t = -1,168$, $p < 0.05$). Thus, it is important for the company providing the token reinforcement system intervention so that employees showing the expected knowledge sharing behaviors.