

# Peningkatan peran empowering leadership terhadap knowledge sharing melalui intervensi pelatihan encouraging knowledge sharing at work pada karyawan PT ABC = The improvement of empowering leadership role towards knowledge sharing through encouraging knowledge sharing at work training intervention for PT ABC employee

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## Abstrak

Berdasarkan hasil identifikasi masalah yang dilakukan peneliti diketahui bahwa knowledge sharing di PT ABC belum maksimal. Penelitian ini dilakukan untuk melihat hubungan antara empowering leadership dengan knowledge sharing, yang terdiri dari knowledge donating dan knowledge collecting (Van den Hooff & De Ridder, 2004). Empowering leadership diukur menggunakan alat ukur yang diadaptasi dari Xue, Bradley, dan Liang (2011), dengan nilai Cronbach sebesar .956. Sementara itu, knowledge sharing diukur menggunakan alat ukur yang diadaptasi dari Van den Hooff & De Ridder (2004) dan memiliki dua dimensi yaitu knowledge donating (Cronbach sebesar .769) dan knowledge collecting (Cronbach sebesar .846). Hasil penelitian menunjukkan terdapat hubungan yang signifikan dan positif antara empowering leadership dengan knowledge donating ( $r=.382$ ,  $p < .01$ ) dan knowledge collecting ( $r=.283$ ,  $p < .01$ ). Lebih lanjut, ditemukan bahwa dimensi empowering leadership yang memiliki hubungan paling kuat dengan knowledge donating adalah informing ( $r=.408$ ,  $p < .01$ ), sementara dimensi yang memiliki hubungan paling kuat dengan knowledge collecting adalah coaching ( $r=.320$ ,  $p < .01$ ). Selanjutnya dilakukan intervensi pelatihan Encouraging Knowledge Sharing At Work yang merupakan proyek uji coba di perusahaan. Hasilnya, terdapat perbedaan mean uji pengetahuan yang signifikan pada saat sebelum dan sesudah diberikan pelatihan ( $t=-7.507$ ,  $p < .01$ ).

.....Based on researcher's problem identification, it was found that knowledge sharing at PT ABC hasn't been run effectively. This study was conducted to see any relationship between empowering leadership and knowledge sharing, which consist of knowledge donating and knowledge collecting (Van den Hooff & De Ridder, 2004). Empowering leadership was measured by scale that had been adapted from Xue, Bradley, dan Liang (2011), with Cronbach .956. Meanwhile, knowledge sharing was measured by an adapted scale from Van den Hooff & De Ridder (2004). The scale has two dimensions, knowledge donating (Cronbach .846), and knowledge collecting (Cronbach .769).

Result showed there was a significant and positive relationship between empowering leadership and knowledge donating ( $r=.382$ ,  $p < .01$ ) and also knowledge collecting ( $r=.283$ ,  $p < .01$ ). Further analysis showed that informing dimension from empowering leadership had the strongest correlation with knowledge donating ( $r=.408$ ,  $p < .01$ ), while coaching dimension had the strongest correlation with knowledge collecting ( $r=.320$ ,  $p < .01$ ). Based on these results, Encouraging Knowledge Sharing At Work training intervention was conducted as a pilot project in the company. The result showed there was a significance improvement in participants' knowledge before and after training was conducted ( $t=-7.507$ ,  $p < 0.01$ ).