

Analisis pengaruh workplace spirituality dan trust yang dimediasi oleh perceived risk terhadap knowledge sharing behavior: studi kasus: karyawan non-akademik pada program studi universitas swasta di Jakarta yang memiliki nilai akreditasi A = The effects of workplace spirituality and trust with perceived risk as mediating factor toward knowledge sharing behavior: case study on non academic staff of private university study program in Jakarta which has A accreditation score

Vanesa Ruth Yobelina, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20456170&lokasi=lokal>

Abstrak

Dalam rangka meningkatkan kualitas pendidikan di Indonesia, institusi perguruan tinggi, khususnya universitas, didorong oleh pemerintah untuk melakukan pencapaian akreditasi. Salah satu indikator dari penilaian akreditasi ini adalah pengelolaan sumber daya manusia yang tercermin lewat kualitas yang dimiliki oleh karyawan. Knowledge sharing behavior dapat menjadi salah satu sarana untuk meningkatkan kinerja dan kualitas karyawan non-akademik di universitas. Adanya workplace spirituality, trust, dan perceived risk menjadi faktor penting yang mempengaruhi terjadinya knowledge sharing.

Penelitian ini bertujuan untuk menganalisis pengaruh workplace spirituality dan trust yang dimediasi oleh perceived risk terhadap knowledge sharing behavior. Sampel penelitian ini adalah karyawan non-akademik pada program studi universitas swasta di Jakarta yang memiliki nilai akreditasi A dan diolah dengan menggunakan Statistical Package for the Social Science SPSS.

Hasil penelitian menunjukkan bahwa workplace spirituality memiliki pengaruh positif terhadap knowledge sharing behavior. Selain itu, trust dapat memiliki pengaruh positif terhadap knowledge sharing melalui interaksi langsung dan melalui peran mediasi variabel perceived risk.

.....In order to improve education quality in Indonesia, higher learning institutions, especially universities, is encouraged by the government to get accredited. One of the assessment indicators to get accredited is human resource management which reflected by the staffs rsquo quality. Knowledge sharing behavior can be one medium to increase non academic staffs rsquo performance and quality. Workplace spirituality, trust, and perceived risk are factors that can affect knowledge sharing behavior.

This study aimed to analyze the effects of workplace spirituality and trust with perceived risk as mediating factor toward knowledge sharing behavior. Data for this research were collected from non academic staff of university study program in Jakarta which has A accreditation score and then were analyzed using Statistical Package for the Social Science SPSS.

The result of this study shows that workplace spirituality has positive effect on knowledge sharing behavior. Also, trust has positive effect towards knowledge sharing behavior directly and indirectly using perceived risk as mediating variable.