

Peran mediasi pengembangan kompetensi terhadap pengaruh antara knowledge sharing dengan komitmen afektif: studi kasus pada karyawan gen Y di PT PP (persero), Tbk Pusat = The mediation role of competency development on the effect between knowledge sharing and affective commitment: case study on gen Y employees at PT PP (persero), Tbk Head Office

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Abstrak

Pembahasan terkait dengan komitmen afektif menjadi salah satu permasalahan dalam pengelolaan sumber daya manusia. Penelitian ini bertujuan untuk mengetahui peran mediasi pengembangan kompetensi terhadap pengaruh antara knowledge sharing dengan komitmen afektif. Responden dalam penelitian ini adalah karyawan Gen Y di PT PP Persero, Tbk pusat yang berjumlah 152 orang. Penelitian ini menggunakan desain penelitian deskriptif cross sectional. Pengolahan data penelitian dilakukan menggunakan program olah data Lisrel 8.50 dengan teknik Structural Equation Modeling SEM.

Berdasarkan hasil penelitian ini, knowledge sharing terbukti secara signifikan memiliki pengaruh terhadap pengembangan kompetensi dan komitmen afektif pada karyawan gen Y di PT PP Persero, Tbk pusat dan pengembangan kompetensi terbukti secara signifikan dan positif menjadi mediator pengaruh antara knowledge sharing dengan komitmen afektif pada karyawan gen Y di PT PP Persero, Tbk pusat.

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Discussion related to affective commitment becomes one of the problems in human resource management. This study aims to determine the mediation role of competency development on the effect of knowledge sharing with affective commitment. Respondents in this study were Gen Y employees in PT PP Persero, Tbk Head Office of 152 people. This research uses descriptive research design cross sectional. The research data processing by using Lisrel 8.50 software with Structural Equation Modeling SEM technique.

Based on the results of this study, knowledge sharing proved to have a significant effect on the competency development. And also, affective commitment on the Gen Y employees in PT PP Persero, Tbk Head Office and competency development proved significantly and positively mediate the influence between knowledge sharing with affective commitment to employees gen Y in PT PP Persero, Tbk Head Office.