

Pengaruh empowering leadership terhadap team performance: Peran mediasi kohesi tim, knowledge sharing, dan kapasitas absorptif = The effect of empowering leadership on team performance: Mediating roles of team cohesion, knowledge sharing, and absorptive capacity

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Abstrak

Tujuan utama dari penelitian ini adalah untuk mengkaji peran mediasi kohesi tim, knowledge sharing, dan kapasitas absorptif pada hubungan antara empowering leadership dan kinerja tim pada organisasi sektor publik. Penelitian tentang pengaruh empowering leadership terhadap kinerja tim di organisasi sektor publik masih belum banyak dilakukan. Penelitian ini menggunakan pendekatan kuantitatif. Data dikumpulkan dari 300 orang di 81 tim kerja di 10 organisasi sektor publik. Dengan menggunakan analisis partial least squares (PLS), hasilnya menunjukkan bahwa terdapat full mediating dari kohesi tim, knowledge sharing dan kapasitas absorptif. Empowering leadership seorang pemimpin tim tidak memiliki efek langsung pada kinerja tim. Hasil penelitian ini juga menunjukkan bahwa empowering leadership seorang pemimpin tim meningkatkan kohesi dan knowledge sharing di antara anggota tim dan meningkatkan kapasitas absorptif tim, yang dapat mengarah pada kinerja tim yang lebih baik.

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The main purpose of this study is to empirically investigate the mediating roles of team cohesion, knowledge sharing, and absorptive capacity on the relationship between empowering leadership and team performance in public sector organizations. The effect of empowering leadership on team performance in public sector organizations has received less research attention. A quantitative approach was adopted in this study. Data were collected from 300 individuals across 81 work teams in 10 public sector organizations. Using partial least squares (PLS) analysis, the result showed that there is a full mediation by the team cohesion, knowledge sharing and absorptive capacity. Empowering leadership of a team leader does not have a direct effect on team performance. The result also suggest that empowering leadership of a team leader raises the level of cohesion and knowledge sharing among team members and increase the absorptive capacity of the team, leads to better team performance.