

# Pengaruh learning organization culture, motivasi intrinsik, dan knowledge sharing behavior terhadap innovation capability: studi pada karyawan tetap PT MTF Pusat Jakarta = The effect of learning organization culture, intrinsic motivation and knowledge sharing behavior on innovation capability: study on employees of PT MTF Head Office Jakarta

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## Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh tiap-tiap variabel <em>learning organization culture,</em> motivasi intrinsik, dan <em>knowledge sharing behavior</em> terhadap <em>innovation capability</em>. Pengukuran dilakukan dengan <em>Dimensions of Learning Organization Questionnaire</em>, yang merupakan teori DLOQ Marsick dan Watkins (2003), indikator-indikator motivasi intrinsik menurut Indriati, et all. (2015), dan dimensi <em>knowledge sharing behavior</em> berdasarkan pada klasifikasi yang dikemukakan oleh Nonaka (1994), serta sembilan kelompok dimensi <em>innovation capability</em> yang diadopsi dari penelitian yang dilakukan oleh Balan, Lindsay, dan O'Connor (2009). Pendekatan yang digunakan adalah kuantitatif, dengan pengumpulan data primer terhadap 210 karyawan tetap PT MTF Pusat Jakarta. Teknik pengolahan data menggunakan IBM SPSS <em>Statistics</em> 23.0 untuk menganalisis statistik deskriptif dan <em>Structrural Equation Model</em> (SEM)-<em>Partial Least Square</em> (PSL), SmartPLS 3.0 dalam melakukan pengujian hipotesis. Hasil penelitian menunjukkan bahwa <em>learning organization culture</em> yang dimiliki PT MTF tidak mempengaruhi <em>knowledge sharing behavior</em> para karwayan tetapnya. <em>Knowledge sharing behavior</em> karyawan tetap PT MTF dipengaruhi oleh motivasi intrinsik, dan mempengaruhi <em>innovation capability </em>para karyawan tersebut, secara signifikan.

.....This study aimed to analyze the effect of learning organization culture, intrinsic motivation, and knowledge sharing behavior on innovation capability. The measurements employed by using Dimensions of Learning Organization Questionnaire (DLOQ) theory of Marsick and Watkins (2003), indicators of intrinsic motivation according to Indriati, et all. (2015), and the dimensions of knowledge sharing behavior based on the classification proposed by Nonaka (1994), and nine groups of innovation capability dimensions adopted from research conducted by Balan, Lindsay, and O'Connor (2009). The research used quantitative approach, by collecting primary data using questionnaire on 210 employees of PT MTF Headquarter Jakarta. IBM SPSS Statistics 23.0 and Structural Cultural Equation (SEM) - Partial Least Square (PSL), SmartPLS 3.0 used to analyze descriptive statistically and testing the hypotheses, respectively. The results shown that PT MTF's learning organization culture had no affect on its employees' knowledge sharing behavior. Knowledge sharing behavior of the employees of PT MTF influenced by intrinsic motivation, and affected on the innovation capability of its employees, significantly.