

Pengaruh supervisory orientation terhadap team effectiveness dengan knowledge sharing sebagai variabel mediasi: studi pada pekerja non-manual kantor pusat PT. Pertamina Persero = The effect of supervisory orientation on team effectiveness with knowledge sharing as a mediation variable: study on non-managerial workers at PT Pertamina Persero headquarters

Anissa Larasati Nugroho, author

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Abstrak

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Penelitian ini bertujuan untuk menguji pengaruh supervisory orientation terhadap team effectiveness dengan knowledge sharing sebagai variabel mediasi. Variabel Supervisory Orientation diukur menggunakan 3 dimensi yaitu, end result orientation, activity orientation, dan capability orientation. Selanjutnya, variabel team effectiveness diukur menggunakan 6 dimensi yaitu, thrust, trust, talent, teaming skills, task skills, dan external. Kemudian, variabel knowledge sharing diukur dengan menggunakan 14 indikator. Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengumpulan data yang digunakan adalah survei, data dikumpulkan dengan menyebarkan kuesioner kepada 124 pekerja non-manual kantor pusat PT. Pertamina (Persero). Teknik analisis yang digunakan dalam penelitian ini adalah path analysis. Hasil penelitian ini menunjukkan bahwa dengan dimediasi knowledge sharing, supervisory orientation memberikan pengaruh positif dan signifikan terhadap team effectiveness.

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**ABSTRACT**

This study aims to examine the effect of supervisory orientation on team effectiveness with knowledge sharing as a mediating variable. The supervisory orientation variable is measured by using three dimensions namely, end result orientation, activity orientation, and capability orientation. Furthermore, the team effectiveness variable is measured by using the six dimensions namely, thrust, trust, talent, teaming skills, task skills, and external. Then, knowledge sharing variable is measured by using 14 indicators. This study used a quantitative approach. The data collection technique used was a survey. The data was collected by distributing questionnaires to 124 non-managerial workers at PT. Pertamina (Persero). The analysis technique used in this study was path analysis. The result of this study indicates that with knowledge sharing, supervisory orientation has a positive and significant influence on team effectiveness.