

# Pengaruh Servant Leadership Terhadap Work Performance Melalui Knowledge Sharing Dan Work Motivation Pada Karyawan = Servant Leaders Influence On Work Performance Through Sharing Knowledge And Work Motivation In Employees

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## Abstrak

Kepemimpinan merupakan salah faktor yang penting untuk efektivitas organisasi, bahkan juga mempengaruhi hampir semua kehidupan manusia. Mengidentifikasi kepemimpinan yang melayani sebagai pendorong penting dari upaya organisasi. Servant leadership meningkatkan efektivitas dalam organisasi yaitu dengan menumbuhkan motivasi kerja karyawan, memfasilitasi perkembangan karyawan melalui transfer ilmu dan pengalaman sehingga performa kinerja karyawan meningkat. Diharapkan leader atau atasan pada perusahaan yang memiliki gaya kepemimpinan servant leadership akan memiliki pengaruh langsung terhadap knowledge sharing, work motivation, dan work performance kepada karyawan perusahaan. Pada akhirnya, tujuan penelitian ini yaitu Pengaruh Langsung Servant Leadership Terhadap Work Performance, Pengaruh Tidak Langsung Servant Leadership terhadap Work Performance dimediasi oleh Knowledge Sharing, dan Pengaruh Tidak Langsung Servant Leadership terhadap Work Performance dimediasi oleh Work Motivation.

.....Leadership is an important factor for organizational effectiveness, it even affects almost all human life. choose leadership that serves as an important driver of the organization's efforts. Servant leadership increases effectiveness in the organization, namely by growing employee motivation, developing employees through the transfer of knowledge and experience so that employee performance increases. It is expected that leaders or subordinates in companies that have a servant leadership leadership style will have a direct influence on knowledge sharing, work motivation, and performance to company employees. In the end, the purpose of this research is the Direct Effect of Servant Leadership on Work Performance, Indirect Effect of Servant Leadership on Work Performance mediated by Knowledge Sharing, and Indirect Effect of Servant Leadership on Work Performance mediated by Work Motivation.