

## Pengaruh Psychological Capital, Team Member Exchange Dan Knowledge Sharing Terhadap Perilaku Inovatif = The Effects of Psychological Capital, Team Member Exchange, And Knowledge Sharing On Innovative Work Behavior

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### Abstrak

Penelitian ini menguji variable pendahulu dari perilaku inovatif karyawan dalam perusahaan. Model penelitian yang diajukan antara lain mencoba untuk menguji efek <em>psychological capital, team member exchange</em> dan <em>knowledge sharing</em> terhadap perilaku inovatif karyawan. Penelitian ini menggunakan pendekatan kuantitatif. Variabel penelitian diukur menggunakan <em>multiple-item scales</em> yang diadopsi dari penelitian sebelumnya dan diuji terhadap 114 karyawan dari perusahaan jasa minyak dan gas. Data yang diperoleh kemudian dianalisis menggunakan teknik Structural Equation Modelling (SEM) berbasis kovarian. Hasil analisis data menunjukkan bahwa <em>psychological capital</em> memiliki pengaruh signifikan positif terhadap perilaku inovatif karyawan namun tidak berpengaruh terhadap <em>knowledge sharing.</em> <em>Team member exchange</em> memiliki pengaruh yang signifikan positif terhadap perilaku inovatif karyawan dan <em>knowledge sharing</em>. Sedangkan hasil penelitian menunjukkan <em>knowledge sharing</em> tidak berpengaruh secara signifikan positif terhadap perilaku inovatif. Penelitian ini menggambarkan pentingnya keterkaitan faktor personal dan grup dalam memahami proses yang kompleks dalam memperkuat innovative work behavior di organisasi.

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This study examines the antecedents of innovative behavior in employee's firm. The conceptual model of the study proposes the effect of team member exchange, psychological capital and knowledge sharing to innovative work behavior in organization. This research uses a quantitative approach. All constructs were measured using multiple-item scales that were adapted from previous related studies and tested among 114 employees of oil & gas services industry. Data collected analyzed using covarian based Strukturak Equation Method (SEM) methods. Result shows that psychological capital has positive significant effect on innovative work behavior while it has no effect on knowledge sharing. Team member exchange has positive significant effect on both innovative work behavior and knowledge sharing. However, the result indicate knowledge sharing has no positive significant effect on innovative work behavior. As such, the study demonstrates the importance of considering the linkage of personal factor and group context when examining the complex processes to enhance innovative work behavior.