

Pengaruh Empowering Leadership dan Iklim Organisasi terhadap Innovative Work Behavior dengan Mediasi Knowledge Sharing di Lingkungan Kementerian Sekretariat Negara = The Effect of Empowering Leadership and Organization Climate on Innovative Work Behavior with the Mediation of Knowledge Sharing in the Ministry of State Secretariat

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Abstrak

Transformasi kelembagaan di Indonesia mengubah struktur, budaya, dan proses kerja suatu organisasi agar lebih responsif terhadap perubahan, mampu berinovasi, dan mencapai kinerja yang tinggi. *Innovative work behavior* telah menjadi salah satu faktor penting bagi organisasi untuk dapat bertahan di tengah lingkungan yang dinamis dan kompetitif. Berkaitan dengan hal tersebut perlu dilakukan analisis mengenai faktor-faktor yang dapat mempengaruhi *innovative work behavior* agar dapat digunakan sebagai bukti empiris rekomendasi kebijakan pengembangan organisasi dan proses kerja. Penelitian ini bertujuan untuk menganalisis pengaruh antara *empowering leadership*, iklim organisasi, *knowledge sharing*, dan *innovative work behavior*. Penelitian dilakukan terhadap 209 orang pegawai pada Kementerian Sekretariat Negara. Pendekatan penelitian yang digunakan yaitu pendekatan kuantitatif positivism dengan teknik pengumpulan data melalui survei dengan menggunakan kuesioner sebagai instrumen penelitian. Data yang diperoleh dari hasil kuesioner dianalisis dengan menggunakan program IBM SPSS Statistics versi 25 melalui uji T Parsial untuk mengetahui pengaruh antar variabel tertentu dan *Path Analysis* untuk menguji peran variabel mediasi dalam hubungan antara variabel independen dengan variabel dependen. Hasil penelitian menunjukkan *knowledge sharing* memediasi hubungan antara *empowering leadership* dan iklim organisasi terhadap *innovative work behavior* secara positif dan signifikan.

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Institutional transformation in Indonesia changes the structure, culture, and work processes of an organization to be more responsive to change, able to innovate, and achieve high performance. Innovative work behavior has become one of the important factors for organizations to survive in the midst of a dynamic and competitive environment. In this regard, it is necessary to analyze the factors that can influence innovative work behavior so that it can be used as empirical evidence for organizational development policy recommendations and work processes. This study aims to analyze the influence between empowering leadership, organization climate, knowledge sharing, and innovative work behavior. The study was conducted on 209 employees in the Ministry of State Secretariat. The research approach used is a quantitative positivism approach with data collection techniques through surveys using questionnaires as research instruments. The data obtained from the questionnaire results were analyzed using IBM SPSS Statistics program version 25 through the Partial T test to determine the influence between certain variables and Path Analysis to test the role of mediating variables in the relationship between independent variables and dependent variables. The results showed that knowledge sharing mediates the relationship of empowering leadership and organization climate to innovative work behavior, positively and significantly.