

Pengaruh Knowledge Management, Transformational Leadership dan Work-Life Balance terhadap Employee Performance di Lingkungan Organisasi Keuangan Pemerintah: Affective Commitment Sebagai Variabel Mediasi = The Effect of Knowledge Management, Transformational Leadership and Work-Life Balance on Employee Performance in Indonesian Government Financial Organization: Affective Commitment as a Mediating Variable

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Abstrak

Penelitian ini menginvestigasi secara empiris pengaruh praktik knowledge management, transformational leadership, dan work-life balance terhadap employee performance melalui peran affective commitment sebagai mediator pada Organisasi Keuangan Pemerintah (OKP) Indonesia. Data dikumpulkan melalui kuesioner online dengan pengukuran skala Likert 7 poin, dan dianalisis menggunakan Lisrel 8.8 dengan teknik Structural Equation Modeling (SEM) untuk menjelaskan hubungan antar konstruk. Data diperoleh sebanyak 1.269, dan diolah sebanyak 996 tanggapan responden setelah melalui proses screening dan cleaning data. Hasil penelitian menunjukkan bahwa praktik knowledge management, transformational leadership, dan work-life balance memiliki pengaruh positif dan signifikan terhadap affective commitment dan employee performance, serta affective commitment memiliki pengaruh positif dan signifikan terhadap employee performance. Di sisi lain, affective commitment memediasi secara positif secara parsial hubungan antara knowledge management, transformational leadership, dan work-life balance terhadap employee performance. Penelitian ini berkontribusi di bidang Manajemen Sumber Daya Manusia dalam memperluas literatur mengenai knowledge management, transformational leadership dan work-life balance di sektor publik yang merupakan tema yang sedang berkembang saat ini, sekaligus menambahkan affective commitment sebagai alat untuk meningkatkan kinerja pegawai.

.....This research aims to empirically investigate the influence of knowledge management practices, transformational leadership, and work-life balance on employee performance through the mediating role of affective commitment in Indonesian Government Financial Organizations (OKP). Data were collected via an online questionnaire with a 7-point Likert scale measurement, and analyzed using Lisrel 8.8 with Structural Equation Modeling (SEM) techniques to explain the relationship between constructs. 1,269 data were obtained, and 996 respondents' responses were processed after going through a data screening and cleaning process. The results indicate that knowledge management practices, transformational leadership, and work-life balance have a positive and significant impact on affective commitment and employee performance, moreover, affective commitment also positively and significantly influences employee performance. On the other hand, affective commitment partially mediates the relationship between knowledge management, transformational leadership, and work-life balance on employee performance. This study contributes to the field of Human Resource Management by expanding the literature on knowledge management, transformational leadership, and work-life balance in the public sector, which are currently emerging themes, while also adding affective commitment as tools to enhance employee performance.