

Pengaruh Psychological Empowerment dan Participative Leadership terhadap Innovative Work Behavior melalui Knowledge Sharing sebagai Variabel Mediasi (Studi pada Karyawan Bank Persero di Jakarta = The Influence of Psychological Empowerment and Participative Leadership on Innovative Work Behavior Through Knowledge Sharing as a Mediating Variable (A Study on State-Owned Bank Employees in Jakarta))

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Abstrak

Kemajuan teknologi yang semakin pesat mendorong industri perbankan untuk mengadopsi digitalisasi guna meningkatkan efisiensi operasional dan memperkuat daya saing. Kehadiran perbankan digital juga memperketat persaingan dalam industri ini, sehingga mendorong perbankan untuk terus berinovasi agar tetap relevan. Inovasi ini dapat diwujudkan melalui knowledge sharing di mana karyawan saling bertukar ide dan memperluas wawasan mereka. Dalam proses ini, psychological empowerment memainkan peran penting karena karyawan yang merasa diberdayakan cenderung lebih percaya diri dalam knowledge sharing dan menerapkan innovative work behavior. Selain itu, participative leadership sangat diperlukan untuk mendorong karyawan agar berani menyampaikan ide-ide mereka dan akhirnya meningkatkan kegiatan berbagi pengetahuan serta perilaku kerja inovatif. Penelitian ini dilakukan untuk menganalisis pengaruh psychological empowerment dan participative leadership terhadap innovative work behavior melalui mediasi knowledge sharing. Hasil penelitian menunjukkan bahwa knowledge sharing memediasi secara positif dan signifikan hubungan antara psychological empowerment dan innovative work behavior. Namun, knowledge sharing tidak menunjukkan pengaruh signifikan pada hubungan antara participative leadership dan innovative work behavior. Secara keseluruhan, hubungan antar variabel dalam penelitian ini memiliki pengaruh positif dan signifikan, kecuali hubungan antara participative leadership dengan knowledge sharing dan innovative work behavior.

.....The rapid growth of technology has compelled the banking industry to embrace digitalization to improve operational efficiency and maintain a competitive edge. The rise of digital banking has heightened competition within the sector, prompting banks to continuously innovate to stay relevant. One way to foster innovation is through knowledge sharing, where employees collaborate by exchanging ideas and broadening their understanding. Psychological empowerment plays a vital role in this process, as empowered employees tend to be more confident in sharing knowledge and engaging in innovative work behavior. Furthermore, participative leadership is crucial in motivating employees to express their ideas, thereby promoting knowledge-sharing activities and fostering innovative behavior. This research investigates the impact of psychological empowerment and participative leadership on innovative work behavior, with knowledge sharing acting as a mediating variable. The results indicate that knowledge sharing significantly and positively mediates the relationship between psychological empowerment and innovative work behavior. However, the influence of knowledge sharing on the relationship between participative leadership and innovative work behavior was not statistically significant. Overall, the study found positive and significant relationships among the variables, except for the connections between participative leadership, knowledge

sharing, and innovative work behavior.