

Peran Mediasi Berbagi Pengetahuan dalam Hubungan antara Kepemimpinan Inklusif dan Perilaku Kerja Inovatif pada Karyawan Generasi Z di Indonesia = The Mediating Role of Knowledge Sharing in the Relationship between Inclusive Leadership and Innovative Work Behavior among Generation Z Employees in Indonesia

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Abstrak

Laporan Global Innovation Index 2024 dari World Intellectual Property Organization menunjukkan bahwa tingkat inovasi Indonesia tergolong masih minim, yaitu berada di peringkat ke-54 dunia dan termasuk rendah dibandingkan negara-negara Asia lainnya. Sementara itu, karyawan Generasi Z yang akan mendominasi angkatan kerja dikenal mahir teknologi dan memiliki potensi inovatif, tetapi masih memerlukan dukungan untuk mewujudkan perilaku kerja inovatif secara optimal. Oleh karena itu, penelitian ini bertujuan untuk menguji peran mediasi berbagi pengetahuan dalam hubungan antara kepemimpinan inklusif dan perilaku kerja inovatif pada karyawan Generasi Z di Indonesia. Sampel diperoleh melalui teknik convenience sampling dengan menyasar karyawan kelahiran 1997–2012 yang telah bekerja minimal satu tahun dan berada di bawah supervisi atasan langsung selama minimal enam bulan. Alat ukur yang digunakan adalah Inclusive Leadership Scale, Knowledge Sharing Scale, dan Innovative Work Behavior Scale. Analisis mediasi yang dilakukan dengan PROCESS Macro dalam SPSS versi 30 terhadap data 219 partisipan menunjukkan adanya hubungan yang positif dan signifikan antara kepemimpinan inklusif dan perilaku kerja inovatif dengan berbagi pengetahuan berperan sebagai mediator parsial. Dengan demikian, berbagi pengetahuan dapat memperkuat hubungan antara kepemimpinan inklusif dan perilaku inovatif. Guna meningkatkan perilaku kerja inovatif pada karyawan Generasi Z, organisasi disarankan melaksanakan program seperti sharing session dan mentoring untuk membudayakan berbagi pengetahuan serta pelatihan kepemimpinan untuk mendorong kepemimpinan inklusif.

.....The Global Innovation Index 2024 report by the World Intellectual Property Organization indicates that Indonesia's innovation level remains relatively low, ranking 54th globally and lagging behind other Asian countries. Meanwhile, Generation Z employees, who are poised to dominate the future workforce, are known for their technological proficiency and innovative potential, yet they still require support to optimally demonstrate innovative work behavior. Therefore, this study aims to examine the mediating role of knowledge sharing in the relationship between inclusive leadership and innovative work behavior among Generation Z employees in Indonesia. A sample was obtained through a convenience sampling technique, targeting employees born between 1997 and 2012 who had been employed for at least one year and supervised directly by a superior for a minimum of six months. The instruments used were the Inclusive Leadership Scale, Knowledge Sharing Scale, and Innovative Work Behavior Scale. Mediation analysis conducted with PROCESS Macro in SPSS version 30 on data from 219 participants revealed a positive and significant relationship between inclusive leadership and innovative work behavior, with knowledge sharing serving as a partial mediator. Thus, knowledge sharing can strengthen the relationship between inclusive leadership and innovative behavior. To enhance innovative work behavior among Generation Z employees, organizations are advised to implement programs such as sharing sessions and mentoring to cultivate a

culture of knowledge sharing, alongside leadership training to foster inclusive leadership.