

Pengaruh kepemimpinan transformasional dan perilaku berbagi pengetahuan terhadap perilaku kerja inovatif: peran intervensi pelatihan kepemimpinan = The influence of transformational leadership and knowledge sharing behavior towards innovative work behavior the role of leadership training intervention

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Abstrak

Penelitian ini fokus kepada pengaruh kepemimpinan transformasional dan perilaku berbagi pengetahuan terhadap perilaku kerja inovatif sehingga bisa dibuat rancangan intervensi untuk meningkatkan perilaku kerja inovatif. Penelitian ini dilakukan di bagian penjualan PT. X dengan melibatkan partisipan sebanyak 49 supervisor dan manager dengan menggunakan metode . Alat ukur yang digunakan pada penelitian ini adalah kepemimpinan transformasional yang diukur dengan Multifactor Leadership Questionnaire dan perilaku berbagi pengetahuan yang diukur dengan kuesioner Knowledge Sharing serta perilaku kerja inovatif yang diukur melalui kuesioner Innovative Work Behavior.

Hasil analisis menunjukkan bahwa terdapat pengaruh yang positif yang signifikan dari kepemimpinan transformasional dan dimensi knowledge donating terhadap perilaku kerja inovatif $0.436, F_{3, 49} = 13.617, p < 0.05, \text{one-tailed}$. Berdasarkan hasil penelitian tersebut, peneliti menyusun rancangan intervensi melalui human resources management sehingga bisa meningkatkan perilaku kerja inovatif.

.....This study focused on the influence of transformational leadership and knowledge sharing behavior towards innovative work behavior so that intervention design can be developed to improve innovative work behavior. This study was conducted in sales department PT. X which involved 49 supervisor and manager using accidental sampling method. Researcher using several questionnaire in this study including, transformational leadership was measured by Multifactor Leadership Questionnaire, knowledge sharing behavior was measured by Knowledge Sharing Questionnaire and innovative work behavior was measured by Innovative Work Behavior Scale.

Result indicated that there was significantly positive impact of transformational leadership and knowledge donating towards innovative work behavior $0.436, F_{3, 49} = 13.617, p < 0.05, \text{one-tailed}$. Based on result of study, researcher developing intervention plan through human resources intervention in order to improve innovative work behavior.