

# Pengaruh Transformational Leadership terhadap Innovative Work Behavior dengan Mediasi Psychological Capital dan Knowledge Sharing pada Karyawan PT. Telkom Indonesia, Tbk = The influence of Transformational Leadership on Innovative Work Behavior with Psychological Capital and Knowledge Sharing as Mediating Variables on Employees of PT. Telkom Indonesia, Tbk

Rika Febita, author

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## Abstrak

Inovasi sangat dibutuhkan untuk mendapatkan dan mempertahankan keunggulan kompetitif organisasi. Untuk dapat meningkatkan inovasi organisasi sangat dibutuhkan peran individual dari anggotanya, terutama dalam berperilaku inovatif. Oleh karena itu, studi ini menjelaskan bagaimana transformational leadership dapat memengaruhi innovative work behavior dengan psychological capital dan knowledge sharing sebagai mediator. Studi dilakukan pada 277 karyawan PT Telkom Indonesia Tbk. Responden mengisi kuesioner untuk menilai unsur-unsur transformational leadership, psychological capital, knowledge sharing, dan innovative work behavior. Metode Structural Equation Modeling (SEM) digunakan untuk menunjukkan hubungan sebab akibat antara variabel. Hasil menunjukkan bahwa transformational leadership tidak signifikan memengaruhi innovative work behavior. Walaupun begitu, psychological capital dan knowledge sharing memediasi secara penuh pada hubungan transformational leadership dan innovative work behavior. Knowledge sharing juga memediasi secara parsial pada hubungan psychological capital dengan innovative work behavior. Oleh karena itu, peran mediasi psychological capital dan knowledge sharing sangat penting agar organisasi dapat meningkatkan innovative work behavior karyawannya.

.....Innovation is very important for an organization to gain and maintain its competitive advantage. In order to increase organizational innovation, individual roles from its members are needed, especially in innovative behavior. Therefore, this study explains how transformational leadership can influence innovative work behavior with psychological capital and knowledge sharing as mediating variables. The study was conducted on 277 employees of PT Telkom Indonesia Tbk. Respondents filled out questionnaires to assess the elements of transformational leadership, psychological capital, knowledge sharing, and innovative work behavior. The Structural Equation Modeling (SEM) method was used to show a causal relationship between variables. The results showed that transformational leadership did not significantly affect innovative work behavior. Even so, psychological capital and knowledge sharing fully mediated the transformational leadership and innovative work behavior relationship. Knowledge sharing also partially mediated the relationship between psychological capital and innovative work behavior. Therefore, the roles of psychological capital and knowledge sharing mediation were very important so that the organization can improve the innovative work behavior of its employees.