

# Pengaruh Knowledge Sharing Behavior, Employee Organization Relationship, Employee Creativity Terhadap Innovative Behavior Pada Karyawan Tetap BPJS Ketenagakerjaan Kantor Pusat = The Effect of Knowledge Sharing Behavior, Employee Organization Relationship, Employee Creativity on Innovative Behavior (Study of Head Office BPJS Permanent Employees)

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## Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh knowledge sharing behavior, employee organization relationship dan employee creativity terhadap innovative behavior pada karyawan tetap BPJS Ketenagakerjaan Kantor Pusat. Serta pengaruh knowledge sharing behavior dan employee organization relationship terhadap employee creativity. Teknik pengumpulan data yang digunakan adalah survei dengan menyebarkan kuesioner kepada karyawan tetap di BPJS Ketenagakerjaan Kantor Pusat dengan total sampel sebanyak 184 responden. Uji hipotesis dilakukan dengan menggunakan analisis regresi berganda. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh signifikan dari knowledge sharing behavior, employee organization relationship dan employee creativity terhadap innovative behavior. Serta terdapat pengaruh signifikan dari knowledge sharing behavior dan employee organization relationship terhadap employee creativity.

.....This study aims to determine the effect of knowledge sharing behavior, employee organization relationships and employee creativity on innovative behavior on BPJS Permanent Employees at the Head Office. And the influence of the influence of knowledge sharing behavior and employee organization relationships on employee creativity. The data collection technique used was a survey by distributing questionnaires to permanent employees at the Central BPJS Employment Office with a total sample of 184 respondents. Hypothesis testing is done by using multiple regression analysis. The results of this study indicate that there is a significant influence of knowledge sharing behavior, employee organization relationships and employee creativity on innovative behavior. And there is a significant influence of knowledge sharing behavior and employee organization relationships on employee creativity.