

Pengaruh Perceived Organizational Support dan Servant Leadership terhadap Knowledge Sharing dengan Organizational Citizenship Behavior sebagai Variabel Mediasi = The Effect of Perceived Organizational Support and Servant Leadership on Knowledge Sharing through Organizational Citizenship Behavior as a Mediating Variable

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Abstrak

Seiring berjalannya waktu, urgensi praktik knowledge sharing dalam organisasi menjadi semakin meningkat. Penelitian ini bertujuan untuk menganalisis peran dari perceived organizational support, servant leadership, dan organizational citizenship behavior sebagai anteseden dari knowledge sharing. Data penelitian ini diperoleh dari 225 pegawai sektor publik di Indonesia yang melakukan pengisian kuesioner secara online. Hasil pengujian dengan metode structural equation modeling menunjukkan bahwa organizational citizenship behavior berpengaruh positif signifikan terhadap knowledge sharing sekaligus memediasi penuh pengaruh perceived organizational support dan servant leadership terhadap knowledge sharing. Namun, tidak ditemukan adanya pengaruh langsung yang signifikan antara perceived organizational support dan servant leadership terhadap knowledge sharing. Hasil penelitian ini melengkapi konsep anteseden knowledge sharing serta berkontribusi dalam menambah hasil penelitian atas dampak organizational citizenship behavior di sektor publik.

.....Over time, the urgency of knowledge sharing practices in organizations is increasing. This study aims to assess the role of perceived organizational support, servant leadership, and organizational citizenship behavior as the antecedents of knowledge sharing. The data were collected via an online questionnaire from 225 public sector employees in Indonesia. Structural equation modeling results indicate that organizational citizenship behavior had a significant positive effect on knowledge sharing while also fully mediated perceived organizational support and servant leadership's effect on knowledge sharing. However, no significant direct effect was found between perceived organizational support and servant leadership on knowledge sharing. This paper's findings contribute to the establishment of knowledge sharing's antecedents concept, especially in the public sector. Furthermore, this paper responds to the call for additional research concerning the consequences of organizational citizenship behavior in the public sector.