ABSTRAK

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PENGARUH VARIABEL MODERASI *TRANSFORMATIONAL LEADERSHIP* ANTARA *ROLE CONFLICT, JOB INSECURITY* DAN *CYNICISM* PADA VARIABEL MEDIASI *KNOWLEDGE HIDING* TERHADAP *JOB PERFORMANCE.*

Penelitian ini bertujuan untuk meneliti teori-teori dari penelitian sebelumnya dan menggunakan model penelitian yang diambil dari penelitian (Nguyen, Malik, & Budhwar, 2021). Variabel yang digunakan untuk penelitian ini adalah *role conflict, job insecurity, cynicism, knowledge hiding, job performance,* dan *transformational leadership*. Penelitian ini menggunakan sampel sebanyak 100 responden dari karyawan yang bekerja dalam masa krisis Covid-19 di Indonesia. Dalam penelitian ini, peneliti akan menggunakan PLS-SEM melalui aplikasi SmartPLS. Peneliti akan menguji *outer model* dan *inner model,* lalu menguji hipotesis berdasarkan efek langsung dan efek tidak langsung. Hasil dari penelitian ini menunjukan bahwa adanya hubungan positif antara *role conflict, job insecurity,* dan *cynicism* terhadap *knowledge hiding*. *Knowledge hiding* memiliki hubungan negatif terhadap *job performance*. *Knowledge hiding* hanya memediasi hubungan antara *role conflict* terhadap *job performance*. Sedangkan *transformational leadership* tidak memoderasi hubungan *role conflict, job insecurity, cynicism* terhadap *knowledge hiding*. Penelitian ini diharapkan bisa membantu para perusahaan yang karyawanya melakukan *knowledge hiding* yang mempengaruhi *job performance*. Keterbatasan penelitian ini adalah, hanya dilakukan pada perusahaan di daerah JABODETABEK sehingga tidak bisa secara umum menggambarkan hasil penelitian dari seluruh Indonesia.

Kata Kunci: *Knowledge hiding, job insecurity, cynicism, job performance, role conflict, transformational leadership,* Covid-19, krisis, pandemi.

ABSTRACT

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EFFECT OF MODERATE TRANSFORMATIONAL LEADERSHIP VARIABLES BETWEEN ROLE CONFLICT, JOB INSECURITY AND CYNICISM ON KNOWLEDGE HIDING MEDIATION VARIABLES ON JOB PERFORMANCE.

This study aims to examine theories from previous studies and use research models taken from research (Nguyen, Malik, & Budhwar, 2021). The variables used in this research are role conflict, job insecurity, cynicism, knowledge hiding, job performance, and transformational leadership. This study used a sample of 100 respondents from employees who worked during the Covid-19 crisis in Indonesia. In this study, researchers will use PLS-SEM through the SmartPLS application. The researcher will test the outer model and inner model, then test the hypothesis based on the direct effect and indirect effect. The results of this study indicate that there is a positive relationship between role conflict, job insecurity, and cynicism on knowledge hiding. Knowledge hiding has a negative relationship with job performance. Knowledge hiding only mediates the relationship between role conflict and job performance. Meanwhile, transformational leadership does not moderate the relationship between role conflict, job insecurity, cynicism and knowledge hiding. This research is expected to help companies whose employees do knowledge hiding that affects job performance. The limitation of this research is that it was only conducted on companies in the JABODETABEK area so that it cannot generally describe the results of research from all over Indonesia.

Keywords: Knowledge hiding, job insecurity, cynicism, job performance, role conflict, transformational leadership, Covid-19, crisis, pandemic