

ABSTRACT

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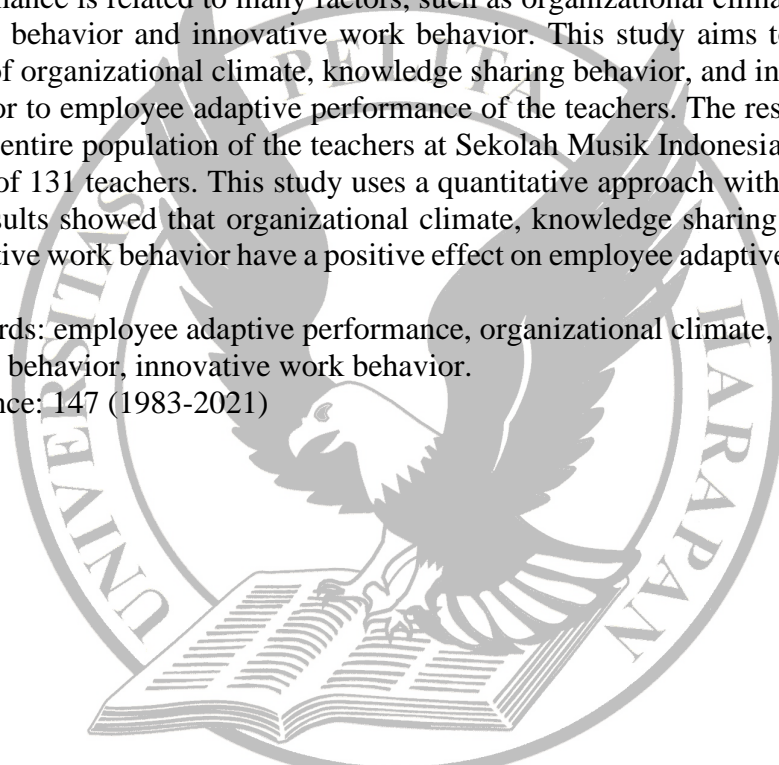
THE EFFECT OF ORGANIZATIONAL CLIMATE, KNOWLEDGE SHARING BEHAVIOR, DAN INNOVATIVE WORK BEHAVIOR TO EMPLOYEE ADAPTIVE PERFORMANCE AT SEKOLAH MUSIK INDONESIA

(xv + 119 pages; 13 figures; 18 tables; 16 appendices)

In an environment full of changes, both due to the Covid-19 pandemic and the technological advancements, teachers as employees of an organization need adaptive performance to support organizational success. Employee Adaptive Performance is related to many factors, such as organizational climate, knowledge sharing behavior and innovative work behavior. This study aims to examine the effect of organizational climate, knowledge sharing behavior, and innovative work behavior to employee adaptive performance of the teachers. The research subjects are the entire population of the teachers at Sekolah Musik Indonesia in nine cities, a total of 131 teachers. This study uses a quantitative approach with path analysis. The results showed that organizational climate, knowledge sharing behavior, dan innovative work behavior have a positive effect on employee adaptive performance.

Keywords: employee adaptive performance, organizational climate, knowledge sharing behavior, innovative work behavior.

Reference: 147 (1983-2021)



ABSTRAK

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PENGARUH *ORGANIZATIONAL CLIMATE*, *KNOWLEDGE SHARING BEHAVIOR*, DAN *INNOVATIVE WORK BEHAVIOR* TERHADAP *EMPLOYEE ADAPTIVE PERFORMANCE* DI SEKOLAH MUSIK INDONESIA

(xv + 119 halaman; 13 gambar; 18 tabel; 16 lampiran)

Dalam lingkungan yang sarat perubahan baik karena pandemi *Covid-19* maupun kemajuan teknologi, guru sebagai karyawan suatu organisasi membutuhkan *employee adaptive performance* untuk mendukung kesuksesan organisasi. *Employee adaptive performance* berhubungan dengan banyak faktor, beberapa di antaranya adalah *organizational climate*, *knowledge sharing behavior*, dan *innovative work behavior*. Penelitian ini bertujuan untuk meneliti pengaruh *organizational climate*, *knowledge sharing behavior*, dan *innovative work behavior* terhadap *employee adaptive performance* guru-guru. Subyek penelitian adalah seluruh populasi guru di Sekolah Musik Indonesia di sembilan kota, sejumlah 131 guru. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis jalur. Hasil yang diperoleh menunjukkan bahwa *organizational climate*, *knowledge sharing behavior*, dan *innovative work behavior* berpengaruh positif terhadap *employee adaptive performance*.

Kata kunci: *employee adaptive performance*, *organizational climate*, *knowledge sharing behavior*, *innovative work behavior*.

Referensi: 147 (1983-2021)

