

ABSTRAK

Nufikha Tasya As Shifa (01015210138)

PENGARUH *KNOWLEDGE SHARING* DAN *PERSON-ORGANIZATION FIT* DENGAN HUBUNGAN ANTARA *TRANSFORMATIONAL LEADERSHIP* PADA *INNOVATIVE WORK BEHAVIOR* PERUSAHAAN KONSTRUKSI MEKANIKAL DI JAKARTA

Studi sebelumnya mengungkapkan kesenjangan dalam literatur mengenai *knowledge sharing* dan *person-organization fit* sebagai variabel mediasi dalam menilai dampak *transformational leadership* terhadap *innovative work behavior*. Selain itu, beberapa penelitian menunjukkan bahwa *transformational leadership* dan *person-organization fit* memengaruhi *innovative work behavior*, sementara penelitian lain menemukan bahwa hal itu tidak. Studi ini menyelidiki pengaruh *transformational leadership*, *person-organization fit*, dan *knowledge sharing* pada *innovative work behavior* pegawai dan mengeksplorasi peran *knowledge sharing* dan *person-organization fit* sebagai variabel mediator. Studi ini menggunakan metode *Partial Least Square (PLS)-Structural Equation Modelling (SEM)* untuk menganalisis data 100 pegawai tetap perusahaan konstruksi mekanikal terkemuka di Jantung Ibu Kota Jakarta, Indonesia. Hasil penelitian menunjukkan bahwa *transformational leadership* terhadap *innovative work behavior* menjadi positif melalui *knowledge sharing* antar para pegawai. *Person-organization fit* dan *knowledge sharing* terbukti memengaruhi *innovative work behavior* secara positif, meskipun variabel mediasi tidak meningkatkan efek *person-organization fit* pada *innovative work behavior*.

Kata Kunci: *transformational leadership*, *knowledge sharing*, *person-organization fit*, *innovative work behavior*.

ABSTRACT

Nufikha Tasya As Shifa (01015210138)

THE INFLUENCE OF KNOWLEDGE SHARING AND PERSON-ORGANIZATION FIT ON THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP AND INNOVATIVE WORK BEHAVIOR IN A MECHANICAL CONSTRUCTION COMPANY IN JAKARTA

Previous studies have revealed a gap in the literature regarding knowledge sharing and person-organization fit as mediating variables in assessing the impact of transformational leadership on innovative work behavior. Additionally, some studies have shown that transformational leadership and person-organization fit influence innovative work behavior, while others have found that they do not. This study investigates the influence of transformational leadership, person-organization fit, and knowledge sharing on employees' innovative work behavior and explores the roles of knowledge sharing and person-organization fit as mediating variables. The study uses the Partial Least Square (PLS)-Structural Equation Modelling (SEM) method to analyze data from 100 permanent employees of a leading mechanical construction company located in the heart of Jakarta, Indonesia. The results indicate that transformational leadership has a positive effect on innovative work behavior through knowledge sharing among employees. Person-organization fit and knowledge sharing are found to positively influence innovative work behavior, although the mediating variables did not increase the effect of person-organization fit on innovative work behavior.

Keywords: *transformational leadership, knowledge sharing, person-organization fit, innovative work behavior.*