

ABSTRAK

ANALISIS PENGARUH TRANSFORMASIONAL LEADERSHIP TERHADAP INNOVATIVE WORK BEHAVIOR DENGAN DI MEDIASI OLEH JOB CRAFTING DAN KNOWLEDGE SHARING PADA KARYAWAN DI HOTEL KEMPINSKI JAKARTA PADA ERA COVID 19
(xiii + 125 halaman, 9 gambar, 14 tabel)

Hotel Kempinski Indonesia merupakan hotel perusahaan dengan orientasi people-focused. Kekayaan budaya yang dimiliki setiap lokasi dimana hotel berada merupakan suatu aspek yang mencerminkan identitas lokasi dan masyarakat. Dengan adanya Covid-19 menjadikan hotel ini menurun tingkat huniannya. Tujuan pada penelitian ini adalah untuk meneliti dan menganalisis transformational leadership berpengaruh positif terhadap knowledge sharing, untuk meneliti dan menganalisis transformational leadership berpengaruh positif terhadap job crafting, untuk meneliti dan menganalisis transformational leadership berpengaruh positif terhadap innovative work behavior, untuk meneliti dan menganalisis knowledge sharing berpengaruh positif terhadap innovative work behavior, untuk meneliti dan menganalisis job crafting berpengaruh positif terhadap innovative work behavior, untuk meneliti dan menganalisis transformational leadership berpengaruh positif terhadap innovative work behavior dimediasi oleh knowledge sharing, untuk meneliti dan menganalisis transformational leadership berpengaruh positif terhadap innovative work behavior dimediasi oleh job crafting. Teori yang digunakan adalah tentang *leadership*, *innovative work behaviour* dan *job crafting*. Metode penelitian yang digunakan dalam penelitian ini adalah metode sensus. Populasi dalam penelitian ini adalah semua karyawan hotel Kempinski di Jakarta. Teknik analisis data yang digunakan adalah PLS SEM. Hasil pada penelitian ini adalah *transformational leadership* berpengaruh positif terhadap *knowledge sharing*. *Transformational leadership* berpengaruh positif terhadap *job crafting*. *Transformational leadership* berpengaruh positif terhadap *innovative work behaviour*. *Knowledge sharing* berpengaruh positif terhadap *innovative work behaviour*. *Job crafting* berpengaruh positif terhadap *innovative work behaviour*. *Transformational leadership* berpengaruh positif terhadap *innovative work behaviour*. *Transformational leadership* berpengaruh positif terhadap *innovative work behaviour*. Saran pada penelitian ini adalah untuk meningkatkan kinerja kelompok atau tim. Agar berhasil dengan menjaga dan menciptakan keahlian dan kemampuan bekerja yang lebih baik sehingga dapat meningkatkan hasil kerja dicapai oleh pegawai.

Kata Kunci: *Job Crafting*, *Knowledge Sharing*, *Transformational Leadership*, *Innovative Work Behavior*

ABSTRACT

ANALYSIS OF THE EFFECT OF TRANSFORMATIONAL LEADERSHIP ON INNOVATIVE WORK BEHAVIOR WITH MEDIATION BY JOB CRAFTING AND KNOWLEDGE SHARING ON EMPLOYEES AT HOTEL KEMPINSKI JAKARTA IN THE ERA OF COVID 19

(xiii + 125 pages, 9 figures, 14 tables)

Hotel Kempinski Indonesia is a corporate hotel with a people-focused orientation. The cultural richness of each location where the hotel is located is an aspect that reflects the identity of the location and the community. Due to Covid-19, the occupancy rate of this hotel has decreased. The aims of this study were to examine and analyze transformational leadership which has a positive effect on knowledge sharing, to research and analyze transformational leadership which has a positive effect on job crafting, to research and analyze transformational leadership which has a positive effect on innovative work behavior, to research and analyze knowledge sharing has a positive effect on innovative work behavior, to research and analyze job crafting has a positive effect on innovative work behavior, to research and analyze transformational leadership has a positive effect on innovative work behavior mediated by knowledge sharing, to research and analyze transformational leadership has a positive effect on innovative work behavior mediated by job crafting. The theory used is about leadership, innovative work behavior and job crafting. The research method used in this study is the census method. The population in this study were all Kempinski hotel employees in Jakarta. The data analysis technique used is PLS SEM. The results of this study are that transformational leadership has a positive effect on knowledge sharing. Transformational leadership has a positive effect on job crafting. Transformational leadership has a positive effect on innovative work behavior. Knowledge sharing has a positive effect on innovative work behavior. Job crafting has a positive effect on innovative work behavior. Transformational leadership has a positive effect on innovative work behavior. Transformational leadership has a positive effect on innovative work behavior. Suggestions in this study are to improve group or team performance. To be successful by maintaining and creating better work skills and abilities so as to increase the work results achieved by employees.

Keywords: *Job Crafting, Knowledge Sharing, Transformational Leadership, Innovative Work Behavior*