

ABSTRAK

Penelitian ini bertujuan untuk menguji “Analisis Pengaruh *Knowledge Sharing Behavior* Dan Kepemimpinan Transformasional Terhadap Kinerja Karyawan Dengan Perilaku Inovatif Sebagai Variabel Intervening (Study Kasus Pada PT. Perkebunan Nusantara Vi (Persero) Unit Usaha Danau Kembar)”. Metode pengumpulan data melalui survei dan mengedarkan kuesioner, dengan Sampel 77 responden dengan menggunakan metode teknik *proporsional random sampling* dengan rumus slovin. Metode Analisis data yang di gunakan adalah Analisis SEM dengan SmartPLS.

Hasil analisis data menyimpulkan, (1.) terdapat, pengaruh positif yang signifikan *Knowledge Sharing Behavior* terhadap Perilaku Inovatif, (2.) Terdapat pengaruh positif yang signifikan Kepemimpinan Transformasional terhadap Perilaku Inovatif, (3.)Terdapat pengaruh positif yang signifikan *Knowledge Sharing Behavior* terhadap Kinerja Karyawan. (4.) Terdapat pengaruh positif dan signifikan Kepemimpinan Transformasional terhadap Kinerja Karyawan. (5.) Terdapat pengaruh Positif yang signifikan Perilaku Inovatif terhadap Kinerja Karyawan. (6.) Terdapat pengaruh positif dan tidak signifikan *Knowledge Sharing Behavior* terhadap Kinerja Karyawan melalui Perilaku Inovatif (7.) Terdapat pengaruh positif yang signifikan Kepemimpinan Transformasional terhadap Kinerja Karyawan melalui Perilaku Inovatif.

Kata Kunci : *Knowledge Sharing Behavior*, **Kepemimpinan Transformasional, Perilaku Inovatif dan Kinerja Karyawan.**

ABSTRACT

This study aims to examine "Analysis of the Effect of Knowledge Sharing Behavior and Transformational Leadership on Employee Performance with Innovative Behavior as an Intervening Variable (Case Study at PT. Perkebunan Nusantara Vi (Persero) Lake Kembar Business Unit)". The method of collecting data is through surveys and distributing questionnaires, with a sample of 77 respondents using the method of proportional random sampling technique with the slovin formula. The data analysis method used is SEM analysis with SmartPLS.

The results of data analysis concluded, (1.) there was a significant positive effect of Knowledge Sharing Behavior on Innovative Behavior, (2.) There was a significant positive effect of Transformational Leadership on Innovative Behavior, (3.) There was a significant positive influence of Knowledge Sharing Behavior on Employee performance. (4.) There is a positive and significant influence of Transformational Leadership on Employee Performance. (5.) There is a significant positive effect of innovative behavior on employee performance. (6.) There is a positive and insignificant effect of Knowledge Sharing Behavior on Employee Performance through Innovative Behavior (7.) There is a significant positive effect of Transformational Leadership on Employee Performance through Innovative Behavior.

Keywords: *Knowledge Sharing Behavior, Transformational Leadership, Innovative Behavior and Employee Performance.*