

ABSTRACT

Knowledge sharing is one of the most widely developed human development practices and is considered one of the most effective ways to create a competitive advantage for companies.

This study aims to analyze the effect of knowledge sharing on innovative work behavior with affective commitment as an intervening variable in one of the property development companies in Semarang City, namely PT Bukit Semarang Jayametro. This study used primary data in the form of 78 respondents obtained from distributing questionnaires which were distributed to the permanent employees of PT Bukit Semarang Jayametro. The analysis technique used in this study uses Partial Least Square, to test the relationship between variables and hypotheses carried out with the help of the SmartPLS 4.0 application.

The results of this study indicate that knowledge sharing has a positive effect on innovative work behavior, knowledge sharing has a positive effect on affective commitment and affective commitment has an effect on innovative work behavior. This research also proves the effect of affective commitment as an intervening variable bridging the relationship between knowledge sharing and innovative work behavior.

Keywords: knowledge sharing, affective commitment, innovative work behavior.