

ABSTRACT

The purpose of this study was to analyze and explain the influence of Islamic work ethics on the innovation capability of nurses, the influence of Islamic work ethics on knowledge sharing behavior, the influence of Islamic work ethics on organizational citizenship behavior, the influence of knowledge sharing behavior on the innovation capability of nurses and the influence of organizational citizenship behavior on innovation capability of nurses.

The object of this research is a nurse at Sultan Agung Islamic Hospital (RSISA) Semarang. The sampling technique used was simple random sampling, with a sample size of 154 nurses. Data were collected through distributing questionnaires. The analysis technique used to analyze the data obtained is SEM (structural equation modeling) through the AMOS 23 program.

The test results of the proposed hypothesis indicate that Islamic work ethics has a positive and insignificant effect on innovation capability of nurses, so it can be concluded that hypothesis 1 (H1) is rejected. Islamic work ethics has a positive and significant effect on knowledge sharing behavior, it can be concluded that hypothesis 2 (H2) is accepted. Islamic work ethics has a positive and significant effect on organizational citizenship behavior, it can be concluded that hypothesis 3 (H3) is accepted. Knowledge sharing behavior has a positive and significant effect on innovation capability of nurses, it can be concluded that hypothesis 4 (H4) is accepted. Organizational citizenship behavior has a positive and insignificant effect on innovation capability of nurses, it can be concluded that hypothesis 5 (H5) is rejected.

Keywords: Islamic Work ethics, Knowledge Sharing Behavior (KSB), Organizational Citizenship Behavior (OCB), Nurses Innovation capability, Individual Inovation Capability.