

ABSTRACT

Recently organization operates in a turbulent environment. Such environment is triggered by very fast changing, especially in technology. If not responded properly, the condition will affect to the organizational sustainability. Therefore, organization is necessary to respond the rapid change accurately. Focusing on its owned resources constitutes one of forms of response. Knowledge resource is one of important resources if managed well will contribute to the gaining of competitive advantage of organization. In the context, knowledge management will be relevant. It is about managing knowledge, from how knowledge is acquired, shared, stored and implemented. One of important elements of knowledge management is knowledge sharing. In literature, knowledge sharing has effect to some importantly organizational outputs, among other: organizational performance. Leadership is one of important determinants in assuring knowledge sharing success. A number of previous researches focus on transformational leadership and knowledge sharing. From the tracing, it is known that there is research gap. There is an indication that the relationship is mediated by certain variable. Knowing how transformational leadership affects knowledge sharing will be the focus of the current research. Research object is private universities with superior institutional accreditation (A accredited). Respondents of the research are 162 lectures from 5 universities with A institutional accreditation in LL Dikti Wilayah VI Jawa Tengah. Structural Equation Model is used to analyse research data. The finding indicated that transformational leadership idealized influenced significantly affected to trust-based collaboration and then trust-based collaboration affected to knowledge sharing. Thus, the current research succeeded proving that trust-based collaboration mediated the relationship between transformational leadership idealized influence and knowledge sharing. The research failed proving the relationship between transactional leadership contingent reward to trust-based collaboration and knowledge sharing. The research also did not find the role of collectivistic culture orientation to the relationship between transformational leadership idealized influence and knowledge sharing. The current research has some theoretical and practical implications. The research also has many limitations and agenda for future researches.

Keywords: *Transformational leadership, trust-based collaboration, knowledge sharing and collectivistic culture orientation*