

## **ABSTRACT**

*Knowledge as an organization's intellectual asset is appropriately serve as the basis in natural resource management through knowledge management. Success in initiation knowledge management depends on the sharing of knowledge, but unfortunately the practice of knowledge sharing in organizations especially in public sector still faces many challenges. Ignorance to the aim of knowledge sharing, perception that knowledge as employee's power, and the spread of knowledge within an organization often still become obstacles in knowledge sharing between employees.*

*PPMKP as government organization under the Ministry of Agriculture has high number for employee's retirement and job rotation. Thus reflect the loss of knowledge of the organization if not properly handled. Organizations need to know the factors that influence employee's knowledge sharing behavior both from inside and outside the organization. This study aims to examine and analyze the effect of transformational leadership on knowledge sharing behavior, the effect of citizenship behavior on knowledge sharing behavior, the effect of collectivism on knowledge sharing behavior, the effect of transformational leadership on organizational citizenship behavior, and the effect of collectivism on organizational citizenship behavior.*

*Empirical research model developed in this research study uses four variables, transformational leadership, organizational citizenship behavior, collectivism and knowledge sharing behavior, which are used to formulate five hypotheses. This study uses primary data obtained from 129 employees in PPMKP by distributing questionnaires. The analysis technique is Structural Equation Modelling (SEM) - Partial Least Squares (PLS). Test results show that two out of five hypotheses are not proven.*

*The conclusions of this research indicate that the effect of transformational leadership and collectivism on knowledge sharing behavior are not significant, but they have significant influence through organizational citizenship behavior as the intervening variable. Organizational citizenship behavior also has a significant influence on knowledge sharing behavior. It provides a reference for management to make policies and to provide adequate facilities and infrastructure to support knowledge sharing behavior among employees. Future research needs to look at the effect of other factors that can be obstacle of knowledge sharing behavior.*

*Key words : transformational leadership, organizational citizenship behavior, collectivism, knowledge sharing behavior.*