

ABSTRACT

Innovative work behaviour is an individual action directed at initiating and introducing new and valuable ideas, production processes, or procedures in group and organizational work rules. As a result, creative employees can contribute more to success in improving agency services. This study aims to determine the effect of knowledge sharing on innovative work behaviour with transformational leadership as a moderating variable (a case study on Central Java Province Investment and One-Stop Integrated Service Office). This study uses primary data sources through questionnaires and is supported by secondary data in journal and book references.

This study uses a saturated sampling technique or census. The population in this study are employees at DPMPTSP Central Java Province, amounting to 131 people. Simple regression analysis techniques and Moderated Regression Analysis (MRA) with the help of SPSS 22 application to test the hypothesis and the effect of the relationship between variables.

The results of this study indicate that knowledge sharing has a positive and significant effect on innovative work behaviour. This study also shows that the variable of transformational leadership moderates the relationship between knowledge sharing and creative work behaviour.

Keywords: Knowledge sharing, innovative work behaviour, transformational leadership