

ABSTRACT

The prime driver of this study was due to contradictory findings regarding the relationship between transformastional leadership and knowledge sharing. On one hand, the experts found that transformational leadership had positive and significant effect on knowledge sharing. On the other hand, many expert also found that transformational leadership had no significant effect on knowledge sharing. While the phenomena that occur in the field based on preliminary studies by conducting interviews at some Islamic education foundations show that the role of leadership is very important in the development and progress of an organization, including in increasing knowledge sharing in organizations. Based on this prime driver of this study, the researcher wants to examine the relationship between transformational leadership and knowledge sharing and wants to contribute to this relationship by providing a new concept of "Islamic interaction ethics".

The main purpose of this study was to examine: 1) the effect of transformational leadership on islamic interaction ethics, knowledge sharing, and learning orientation; 2) the effect of islamic interaction ethics on knowledge sharing and learning orentation; 3) the effect of collectivism on knowledge sharing and islamic interaction ethics; and 4) the effect of learing orientation on knowledge sharing.

The population of this study were all administrators of Islamic education foundations in Central Java. Population data has been taken from madrasah data recorded at the Ministry of Religion, which is 10,904. Meanwhile, the sampling technique used was proportional sampling technique. The samples obtained were 150 samples. Samples were obtained by visiting respondents and through social media such as WhatsApp. Furthermore, structural equation modelling (SEM) supported by AMOS 24.0 was applied to analyze the data and test the hypotheses proposed.

The result revealed that: 1) Transformational leadership had no direct effect on knowledge sharing; 2) Transformational leadership had a positive and significant effect on learning orientation; 3) Transformational leadership had a positive and significant effect on islamic interaction ethics; 4) Collectivism had a positive and significant effect on knowledge sharing; 5) collectivism had a positive and significant effect on Islamic interaction ethics; 6) Islamic interaction ethics had a positive and significant effect on knowledge sharing; 7) Islamic interaction ethics mediated the relationship between transformational leadership and knowledge sharing; 8) Learning orientation had no effect on knowledge sharing; 9) Islamic interaction ethics had no effect on learning orientation.

Keywords: *Transformational leadership, Knowledge Sharing, Collectivism, Learning orientation, and Islamic interaction ethics*