

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *knowledge sharing* terhadap perilaku inovatif, kinerja karyawan, dan mengetahui pengaruh *knowledge sharing* terhadap kinerja karyawan melalui perilaku inovatif.

Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Pengambilan sampel dilakukan dengan teknik *Probability sampling; simple random sampling*. Populasi dalam penelitian ini berjumlah 57 dengan sampel 50 responen yang merupakan karyawan yang berkerja di Badan Narkotika Nasional Kota Surabaya. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui kuesioner. Teknik analisis menggunakan *software Partial Least Square* (PLS) untuk mengetahui pengaruh tidak langsung atau mediasi menggunakan *Sobel test*.

Hasil Penelitian menunjukkan bahwa *knowledge sharing* berpengaruh positif dan signifikan terhadap perilaku inovatif , *knowledge sharing* berpengaruh positif dan signifikan terhadap kinerja karyawan. Sementara itu, hasil uji Sobel menunjukkan perilaku inovatif mampu memediasi *knowledge sharing* terhadap kinerja karyawan. Hasil ini menyimpulkan bahwa karyawan harus memiliki perilaku inovatif untuk meningkatkan kinerjanya.

**Kata Kunci:** *Knowledge Sharing*, Perilaku Inovatif, Kinerja Karyawan

## **ABSTRACT**

*This research aimed to find out how big the effect of knowledge sharing on innovative behavior and employees' performance. Besides, it aimed to find out the effect of knowledge sharing on employees' performance through innovative behavior. The research was quantitative. Moreover, the population was 57 employees of National Narcotics Board, Surabaya. Furthermore, the data collection technique used probability sampling. In line with, there were 50 respondents as sample. While, the data sampling used simple random sampling. Additionally, the instrument was questionnaires. In addition, the data analysis technique used Partial Least Square (PLS) in order to find out indirect effect or intervening with Sobel test. From the analysis result of PLS, it concluded knowledge sharing had positive and significant effect on employees' innovative behaviour of National Narcotics Board, Surabaya. Likewise, knowledge sharing had positive and significant effect on employees' innovative behavior of National Narcotics Board, Surabaya. Meanwhile, the innovative behavior of BNN Surabaya employees was able to mediate knowledge sharing on employees' performance. In brief, employees' needed to have innovative behavior in improving their performance.*

**Keywords :** knowledge sharing, innovative behavior, employees' performance.