

PREDICTORS OF INTENTION TO KNOWLEDGE SHARING IN SHARIA BANK

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Abstract

This research aims to investigate and analyze the role of the predictor of intention to knowledge sharing at Islamic banks; intention to knowledge sharing is one of the crucial parts of organizational performance in all sectors. This study begins with an overview of some literature from some journals and books that relate to prediction or some intention to knowledge sharing, namely self-efficacy and trust spirituality. The hypothesis that was developed based on the model that has been created is the quantitative method that is used to collect data where respondents are the results of the collection, which will then be software SEM-PLS. The practical implications of an organization today with very tight competition are necessary to understand the importance of intention to knowledge sharing. Improving the intention of knowledge sharing makes many organizations successful and sustainable, but it is not easy because it relates to time, motivation, and energy. The conceptual model discusses developing a description that describes managers' intention to share knowledge, especially on Islamic Bank in Indonesia.

Keywords: self-efficacy, trust, spirituality, intention

INTRODUCTION

Today, business organizations are characterized by increasingly strong competition for human resources; quality technology resources are very influential on the readiness of the organization to survive facing competition. In the face of obvious changes, namely globalization, individuals must know. Knowledge is important in all businesses (Guanqi, 2017; Toyama, 2015). As an important asset, knowledge is a driving force continually sought, maintained, and developed by many industries, including the banking industry (Olapegba, Balogun, & Idemudia, 2013). Therefore, knowledge must be more carefully managed by organizations that want to survive in the clear competition of globalization (Wang & Noe, 2010); success in knowledge management can be seen from the intention of knowledge sharing among employees, especially managers, because the manager is a central position in an organization (Wang & Noe, 2010). The practice of effective intention knowledge sharing in an organization shows that organizations can create and manage knowledge well (Sun, 2010). Knowledge itself is an organizational resource that provides a competitive advantage that is sustainable and competitive, so the intention of knowledge sharing between individuals has become one of the most important elements of an effective knowledge process (G. W. Bock, 2005). Many factors stimulate the success of the intention of knowledge sharing, and this is reinforced by several pieces of literature (Lilleoere & Hansen, 2011; Paper & Kukko, 2013). According to (Wang & Noe, 2010),

intention to share knowledge indicates how someone likes to do knowledge sharing with others. Intention of a person occurs because of the relationship or interaction between himself and other individuals that is manifested in behavior. This is closely related to knowledge sharing (P. Hendriks, 1999), intention to knowledge sharing can't succeed without predictors, namely self-efficacy (Chang et al, 2014; Ergün & Avci, 2018), trust The most important individual factor to research is trust because it is the main requirement for knowledge sharing (Cheng & Li, 2006; Qian et al., 2008) and spirituality Rashid & Ratten, 2021; Rocha & Pinheiro, 2021. Spirituality is an eternal journey and learning experience of a person related to inner qualities that depend on the level of belief and trust (Agbim et al., 2009; Rodrigues et al., 2019). The inner experience of an individual obtained through relationships with other people is related to the meaning and purpose of life (Rust & Gabriels, 2011), and this is the same as the opinion (Cavanagh, 1999), which means passion for finding the meaning and purpose of life as the basis for doing and deciding.

Self-efficacy is a component of psychological empowerment, which is based on an individual's evaluation of their ability (knowledge, skills, and experience gained) to carry out a series of existing actions. Necessary to achieve certain goals (Bandura, 1986). Self-efficacy is a basis for all types of behavior of people because it can reflect the individual's perception of internal abilities to overcome the obstacles faced when carrying out certain behaviors (Ojedokun, 2018; Sachitra, 2023; Wang et al., 2019).

To make a conceptual model based on a theory, the strong intention to share knowledge occurs due to intrinsic motivation through knowledge-sharing selection and enjoyment in helping others (H. Lin, 2007b). This study uses the theory of planned behavior, which has been found useful in predicting intention behaviors (Chang, 1998; Fukukawa, 2002), social psychology (Millar & Shevlin, 2003), and psychological motivation (Guanqi, 2017).

LITERATURE REVIEW

Self-efficacy

Self-efficacy is a belief held by someone that the knowledge they have their knowledge can help to work and increase work effectiveness (Constant et al. 1996; Hargadon 1998). According to Luthans, 2003 states that Knowle, knowledge is generally obtained in people who have confidence that the knowledge possessed can help someone solve the organization. According to (Bandura, 1997), self-efficacy is a person's perception of his ability to organize and carry out his duties. This does not concern the skills possessed but also relates to the assessment of what can be done with assessments.

Trust

Trust between management and colleagues in an organization will be a very important factor in sharing tacit knowledge. Tacit knowledge sharing will be able to run optimally if trust between colleagues is well built because knowledge owners prefer to share the knowledge they have with people they can trust. In reality, tacit knowledge sharing is not just a simple transfer of information but also includes sharing ideas,

attitudes, values, and assumptions. Johannessen, Olaisen, and Olsen (2001) stated that trust is the key to knowledge sharing within and between organizations.

Intention to knowledge sharing

According to some references stating that the intention or intention to knowledge behavior, the intention here refers to the extent to which an employee is willing to share the skills or expertise possessed to heltoagues in the organization. (G. Bock & Kim, 2002) consider the intention to share knowledge as willingness or desire to share knowledge sharing or simply the willingness of workers to contribute understanding with their colleagues (Baharim, 2008). The intention is an indication or signal of someone's readiness to perform a behavior (Icek, Ajzen & Fishbein, 2010); the intention is also an indication of how much a person is trying or how much effort is being made to display a behavior (Ajzen, 2005).

Spirituality

Spirituality is a level that contains a person's beliefs, which, in this case, can influence a strong desire to share something positive. A person's strong desire to share is done not because of compulsion or someone's strong encouragement but because of a strong desire within oneself (Amruloh, 2016; Wijaya, 2019).

METHODOLOGY

This type of research includes quantitative research, where theories are tested using methods that emphasize numerical data (numbers) on the variables studied and then analyzed using statistical test equipment. The data from the perspective of time is cross-sectional; data collected at a certain time is used to analyze the influence of exogenous variables on endogenous variables. This study uses a sample survey of a population by using a questionnaire to collect data and analyze respondents as research subjects. The data that has been obtained is tabulated and then processed using a statistical equation modeling (SEM-PLS) statistical test. The respondents of this study are the managers of Sharia Bank.

RESULT

Implications of Managerial

Knowledge management has been in the industry and is in the company's management program. Further research focuses on managers of companies in which middle managers are more boldly innovative about the importance of intention to knowledge sharing that can increase sustainability. It can even be said that knowledge sharing is an important tool to improve innovation capability.

Implications of Academic

This is because of the growing importance of thinking based on knowledge in the academic; the results of this study have several implications, namely the construct of self-efficacy, trust, and spirituality, which is new; the impact of the second study is to

investigate the role of intention knowledge sharing on sharia banking firms between public and private. The third implication that the vital role of knowledge sharing

Limitations of the study

As in previous studies, this study has its limitations; the first is the focus on managers as respondents, and the geographical position is limited to the Indonesia area where respondents are still influenced by the culture and environment that exists.

CONCLUSION

Currently, the development of existing businesses marked by intense competition and uncertainty has organizations continuing to develop knowledge-sharing behavior. One of the main roads that organizations can follow is innovation through effective knowledge management and sharing of knowledge. According to research by Riege (2005), the success or failure of an organization is influenced by the existing knowledge sharing within the organization. Tacit knowledge sharing within an organization can be considered significant and important in premises decision-making, time management, quality, and competitiveness (Haldin-Herrgard, 2000), all regarded as essential ingredients for improving innovation success. These findings can be used to maintain knowledge sharing among employees in the organization, improving efficiency, creativity, and innovation through rapid decision-making (point Amaya, 2013).

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