

**PENGARUH KEPEMIMPINAN TRANSFORMASIONAL
TERHADAP PERILAKU KERJA INOVATIF MELALUI
EMPLOYEE ENGAGEMENT DAN *KNOWLEDGE SHARING*
(Kasus pada Karyawan Millennial *Start-Up Ride Hailing*)**

DISERTASI

**Diajukan untuk Memenuhi Salah Satu Syarat Memperoleh Gelar Doktor
Pada Program Studi Doktor Manajemen**



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2024**

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Sebuah Disertasi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar Doktor Pendidikan (Dr.) pada Fakultas Pendidikan Ekonomi dan Bisnis

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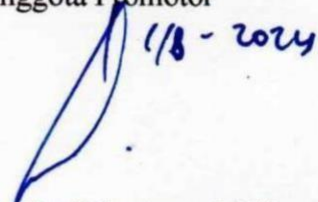
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Dengan ini saya, RAISA HILLIA AINI SYIFA menyatakan bahwa Disertasi dengan judul “Pengaruh Kepemimpinan Transformasional Terhadap Perilaku Kerja Inovatif melalui *Employee Engagement* dan *Knowledge Sharing* (Kasus pada Karyawan *Millennial Start- Up Ride Hailing*)” adalah benar- benar karya sendiri. Saya tidak melakukan penjiplakan kecuali melalui pengutipan sesuai dengan etika keilmuan yang berlaku. Saya bersedia menanggung resiko/sanksi yang dijatuhkan kepada saya apabila ditemukan pelanggaran terhadap etika keilmuan dalam Disertasi saya ini.

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ABSTRAK

Raisa Hillia Aini Syifa (NIM. 2010313), “Pengaruh Kepemimpinan Transformasional Terhadap Perilaku Kerja Inovatif melalui *Employee Engagement* dan *Knowledge Sharing* (Kasus pada Karyawan *Millennial Start- Up Ride Hailing*)”, Promotor: Prof. Dr. Eeng Ahman MS, Prof. Dr. Disman, MS, Prof. Dr. Budi Santoso, M.Si, Program Studi Manajemen, FPEB, Universitas Pendidikan Indonesia.

Kondisi Perilaku kerja inovatif (*innovative work behaviour*) generasi milenial yang belum optimal khususnya pada industri *Ride Hailing*. Tujuan penelitian ini adalah untuk menganalisis pengaruh kepemimpinan transformasional terhadap perilaku kerja inovatif melalui *employee engagement* dan *knowledge sharing*. Penelitian ini juga menganalisis keberartian peran mediasi dari *employee engagement* dan *knowledge sharing* baik secara paralel maupun serial. Penelitian ini didesain sebagai penelitian survey yang dilakukan kepada 404 karyawan generasi milenial yang bekerja pada Perusahaan ride-hailing di Indonesia yaitu Go-Jek, Grab, dan Maxim. Alat analisis yang digunakan dalam penelitian ini adalah Struktural Equation Model (SEM). Hasil penelitian menunjukkan bahwa kepemimpinan transformasional dapat mempengaruhi perilaku kerja inovatif baik secara langsung maupun tidak langsung dengan adanya keterlibatan *employee engagement* dan *knowledge sharing*. *Employee engagement* dan *knowledge sharing* juga terbukti memiliki peran mediasi secara paralel dalam pembentukan perilaku kerja inovatif. Serta hubungan kausal antara *employee engagement* dengan *knowledge sharing* terbukti dapat menjadi kunci peningkatan perilaku kerja inovatif karyawan generasi milenial pada Perusahaan ride hailing di Indonesia. Penelitian ini akhirnya dapat memberikan kontribusi berupa model ekstensi perilaku organisasi yang berfokus pada peningkatan perilaku kerja inovatif.

Kata Kunci: Kepemimpinan Transformasional, *Employee Engagement*, *Knowledge Sharing*, Perilaku Kerja Inovatif.

ABSTRACT

Raisa Hillia Aini Syifa (NIM. 2010313), “The Influence Of Transformational Leadership On Innovative Work Behavior Through Employee Engagement And Knowledge Sharing (Case on Millennial Employees of a Ride- Hailing Start- Up)”, Prof. Dr. Eeng Ahman MS, Prof. Dr. Disman, MS, Prof. Dr. Budi Santoso, M.Si, Management Study Program, FPEB, Universitas Pendidikan Indonesia.

The condition of innovative work behavior among the millennial generation is not yet optimal, particularly in the ride-hailing industry. The purpose of this study is to analyze the influence of transformational leadership on innovative work behavior through employee engagement and knowledge sharing. This study also analyzes the significance of the mediating role of employee engagement and knowledge sharing both in parallel and serially. This study was designed as a survey study conducted on 404 millennial generation employees who work at ride-hailing companies in Indonesia, namely Go-Jek, Grab, and Maxim. The analysis tool used in this study is the Structural Equation Model (SEM). The results of the study show that transformational leadership can influence innovative work behavior both directly and indirectly with the involvement of employee engagement and knowledge sharing. Employee engagement and knowledge sharing have also been shown to have a parallel mediating role in the formation of innovative work behavior. And the causal relationship between employee engagement and knowledge sharing has been proven to be the key to increasing the innovative work behavior of millennial generation employees at ride-hailing companies in Indonesia. This study can finally contribute in the form of an extension model of organizational behavior that focuses on increasing innovative work behavior.

Keywords : Transformational Leadership, Employee Engagement, Knowledge Sharing, Innovative Work Behavior.

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