

## ABSTRAK

Tujuan utama penelitian ini adalah untuk menguji pengaruh *person-organization fit*, *person-job fit*, dan *knowledge sharing behavior* terhadap perilaku kerja inovatif. Data penelitian dikumpulkan dari 96 pegawai Direktorat Jenderal Perhubungan Laut yang bekerja di Kantor Kesyahbandaran dan Otoritas Pelabuhan di pulau Jawa melalui penyebaran kuesioner yang terstruktur dengan baik. Kemudian data dianalisis menggunakan *Partial Least Square (PLS)*. Hasil penelitian menunjukkan bahwa *person-organization fit* berpengaruh positif signifikan terhadap *knowledge sharing behavior* dan perilaku kerja inovatif. Temuan penelitian juga menunjukkan bahwa *person-job fit* berpengaruh positif signifikan terhadap *knowledge sharing behavior* dan perilaku kerja inovatif. Selain itu dari hasil perhitungan *sobel test* menunjukkan bahwa *knowledge sharing behavior* mampu memediasi hubungan pengaruh *person-organization fit* dan *person-job fit* terhadap perilaku kerja inovatif.

**Kata kunci:** *Person-organization fit*, *Person-job fit*, *Knowledge sharing behavior*, Perilaku kerja inovatif

## ABSTRACT

*The main purpose of this study is to investigate the impact of person-organization fit, person-job fit, and knowledge sharing behavior on innovative work behavior. Data are collected from 96 employees Directorate General of Sea Transportation works at the Port Authority Office on the island of Java through structured questionnaires. Then the data is analyzed using Partial Least Square (PLS). The findings of the study indicate the positive impact of person-organization fit on knowledge sharing behavior and innovative work behavior. The findings also show the positive impact of person-job fit on knowledge sharing behavior and innovative work behavior. In addition, from the results of Sobel test shows that the knowledge sharing behavior is able to mediate the relationship between person-organization fit and person-job fit on innovative work behavior.*

**Keywords:** *Person-organization fit, Person-job fit, Knowledge sharing behavior, Innovative work behavior*