

ABSTRAKSI

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis pengaruh *knowledge sharing* dan *information technology capability* terhadap kinerja sumber daya manusia dengan *work innovativeness* sebagai variabel intervening. Populasi yang digunakan adalah para karyawan tetap Rumah Sakit Islam (RSI) Sultan Agung Semarang sebesar 684 orang. Dengan menggunakan teknik *purposive sampling*, maka diperoleh jumlah sampel sebesar 100 responden. Alat analisisnya adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan *Knowledge sharing* terbukti berpengaruh positif dan signifikan terhadap *work innovativeness*, *Information technology capability* mempunyai pengaruh positif dan signifikan terhadap *work innovativeness*, *Knowledge sharing* berpengaruh positif dan signifikan terhadap kinerja SDM, *Information technology capability* terbukti mempunyai pengaruh positif terhadap kinerja SDM. *Work innovativeness* berpengaruh positif terhadap kinerja SDM, *Work innovativeness* mampu menjadi variabel intervening antara *knowledge sharing* terhadap kinerja SDM. *Work innovativeness* mampu menjadi variabel intervening antara *information technology capability* terhadap kinerja SDM.

Kata Kunci : *Knowledge Sharing, Information Technology Capability, Work Innovativeness* dan Kinerja Sumber Daya Manusia

ABSTRACT

This study aims to synthesize and analyze the effect of knowledge sharing and information technology capability on the performance of human resources with work innovativeness as an intervening variable. The population used is the permanent employees of the Sultan Agung Semarang Islamic Hospital (RSI) of 684 people. By using purposive sampling technique, the sample size is 100 respondents. The analysis tool is path analysis, where previously tested the validity and reliability and classic assumption test.

The test results show Knowledge sharing has proven to have a positive and significant effect on work innovativeness, Information technology capability has a positive and significant influence on work innovativeness. Knowledge sharing has a positive and significant effect on HR performance. Information technology capability has proven to have a positive influence on HR performance. Work innovativeness has a positive effect on HR performance, Work Innovativeness is able to become an intervening variable between knowledge sharing and HR performance. Work innovativeness is able to become an intervening variable between information technology capability and employee performance.

Keywords: Knowledge Sharing, Information Technology Capability, Work Innovativeness and Performance of Human Resources