

*KNOWLEDGE ORIENTED LEADERSHIP DALAM MENINGKATKAN  
KNOWLEDGE DIFFUSION DAN KNOWLEDGE GENERATION DAN  
DAMPAKNYA TERHADAP INNOVATION PERFORMANCE.*

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**Abstract**

Knowledge develops not only how knowledge can be diffused but how it can continue to generalize new synergies with effective management of intangible assets. Competition between companies makes companies use the knowledge they only have to make decisions in the process of generating new things. The role of knowledge-oriented leadership in organizational innovation is being the core of sustainable business growth, however knowledge-oriented leadership has failed to build a significant relationship between leadership and innovation. This study discuss how Knowledge Diffusion, Knowledge Generation, which is driven by the perceptions of employees regarding the implementation of knowledge oriented leadership on Organizational Innovation Performance so that it is expected to be able to provide services to the community in services, especially improving the quality and quality of government facilities in water resources.

The results showed that Knowledge Oriented Leadership was proven to have a significant positive effect on Knowledge Diffusion and Knowledge Generation. Knowledge Oriented Leadership is not proven to have a significant positive effect on innovation performance. Knowledge Diffusion and Knowledge Generation have an effect proven to have a significant positive effect on innovation performance. Knowledge Diffusion and Knowledge Generation can mediate the relationship between Knowledge Oriented Leadership and Innovation performance.

This study states that the better the knowledge diffusion practice, the higher the rate of absorption or adoption of new ideas that can trigger innovation. Similar results state that the higher the diffusion of knowledge in the organization, the better the innovation performance. The results of this study indicate that the better knowledge generation practices, the higher the innovation performance. Knowledge generation is known as the main resource that contributes to organizational success as a core competency, in developing measurement aspects to predict the competitive advantage of an organization which is manifested in the form of innovation.

Key words : Knowledge Diffusion; Knowledge Generation; Knowledge Oriented Leadership; innovation performance

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Abstrak

Pengetahuan berkembang tidak hanya bagaimana pengetahuan dapat disebarkan tetapi bagaimana ia dapat terus menggeneralisasi sinergi baru dengan pengelolaan aset tidak berwujud yang efektif. Persaingan antar perusahaan membuat perusahaan menggunakan pengetahuan yang dimilikinya hanya untuk mengambil keputusan dalam proses menghasilkan hal-hal baru. Peran kepemimpinan yang berorientasi pada pengetahuan dalam inovasi organisasi menjadi inti dari pertumbuhan bisnis yang berkelanjutan, namun kepemimpinan yang berorientasi pada pengetahuan telah gagal membangun hubungan yang signifikan antara kepemimpinan dan inovasi. Penelitian ini membahas bagaimana *Knowledge Diffusion*, *Knowledge Generation* yang didorong oleh persepsi karyawan tentang penerapan *knowledge oriented leadership* terhadap *innovation performance*. Organisasi sehingga diharapkan mampu memberikan pelayanan kepada masyarakat dalam pelayanan khususnya peningkatan kualitas. dan kualitas fasilitas pemerintah di bidang sumber daya air.

Hasil penelitian menunjukkan bahwa *Knowledge Oriented Leadership* terbukti berpengaruh positif signifikan terhadap *Knowledge Diffusion* dan *Knowledge Generation*. *Knowledge Oriented Leadership* tidak terbukti berpengaruh positif signifikan terhadap *innovation performance*. *Knowledge Diffusion* dan *Knowledge Generation*; terbukti memiliki pengaruh positif yang signifikan terhadap *innovation performance*. *Knowledge Diffusion* dan *Knowledge Generation* dapat memediasi hubungan antara *Knowledge Oriented Leadership* dan *innovation performance*.

Kajian ini menyatakan bahwa semakin baik praktik *Knowledge Diffusion* maka semakin tinggi pula tingkat penyerapan atau adopsi ide-ide baru yang dapat memicu inovasi. Hasil serupa menyatakan bahwa semakin tinggi penyebaran pengetahuan dalam organisasi, semakin baik kinerja inovasi. Hasil penelitian ini menunjukkan bahwa semakin baik praktik pembangkitan pengetahuan, semakin tinggi *innovation performance*. *Knowledge generation* dikenal sebagai sumber daya utama yang berkontribusi terhadap keberhasilan organisasi sebagai kompetensi inti, dalam mengembangkan aspek pengukuran untuk memprediksi keunggulan kompetitif suatu organisasi yang diwujudkan dalam bentuk inovasi.

Kata kunci: *Knowledge Diffusion*; *Knowledge Generation*; *Knowledge Oriented Leadership*; *innovation performance*