

## ABSTRAK

Tujuan dari penelitian ini antara lain : Untuk mengetahui dan menganalisis pengaruh *knowledge donating* terhadap *knowledge creation*, Untuk mengetahui dan menganalisis pengaruh *knowledge collecting* terhadap *knowledge creation*, Untuk mengetahui dan menganalisis pengaruh *transformational leadership* terhadap *knowledge creation*, Untuk mengetahui dan menganalisis pengaruh *knowledge donating* terhadap perilaku inovatif, Untuk mengetahui dan menganalisis pengaruh *knowledge collecting* terhadap perilaku inovatif, Untuk mengetahui dan menganalisis pengaruh *transformational leadership* terhadap perilaku inovatif, Untuk mengetahui dan menganalisis *knowledge creation* terhadap perilaku inovatif.

Metode yang digunakan adalah *Explanatory Study*. Populasi dalam penelitian ini populasi Perawat Non PNS Rumah Sakit Umum Daerah K.R.M.T Wongsonegoro sebesar 250 orang dan sampel dari penelitian ini adalah 153 responden. Pengujian hipotesis dalam penelitian ini menggunakan pendekatan *Structural Equation Model* (SEM) dan pengujian hipotesis menggunakan alat analisis *Partial Least Square* (PLS).

Hasil penelitian menunjukkan bahwa *Knowledge donating* berpengaruh positif tidak signifikan terhadap *knowledge creation*, *Knowledge collecting* berpengaruh positif signifikan terhadap *knowledge creation*, *Transformational leadership* berpengaruh positif tidak signifikan terhadap *knowledge creation*, *Knowledge donating* berpengaruh positif tidak signifikan terhadap perilaku inovatif, *Knowledge collecting* berpengaruh positif signifikan terhadap perilaku inovatif, *Transformational leadership* berpengaruh positif signifikan terhadap perilaku inovatif, dan *Knowledge creation* berpengaruh positif tidak signifikan terhadap perilaku inovatif

Kata kunci : Perilaku Inovatif berbasis *Knowledge Donating*, *Knowledge Collecting*, *Transformational Leadership*, *Knowledge Creation*

## ABSTRACT

*The purpose of this research are: To know and analyze the influence of knowledge donating on knowledge creation, To know and analyze the influence of knowledge collecting on knowledge creation, To know and analyze the influence of transformational leadership on knowledge creation, To know and analyze the influence of knowledge donating on innovative behaviors, To know and analyze the influence of knowledge collecting on innovative behaviors, To know and analyze the influence of transformational leadership on innovative behaviors , To know and analyze knowledge creation against innovative behaviors*

*The method used is Explanatory Study. The population in this study was 250 people.M and the sample from this study was 153 respondents. Hypothesis testing in this study using Structural Equation Model (SEM) approach and hypothesis testing using Partial Least Square (PLS) analysis tool*

*The results showed that Knowledge donating has a positive effect insignificant on knowledge creation, Knowledge collecting has a significant positive effect on knowledge creation, Transformational leadership has a positive effect on insignificant knowledge creation, Knowledge donating has no significant positive effect on innovative behaviors, Knowledge collecting has a significant positive effect on innovative behaviors, Transformational leadership has a significant positive effect on innovative behaviors, and Knowledge creation has no significant positive effect on innovative behaviors*

**Keywords:** *Innovative Behavior based on Knowledge Donating, Knowledge Collecting, Transformational Leadership, Knowledge Creation.*