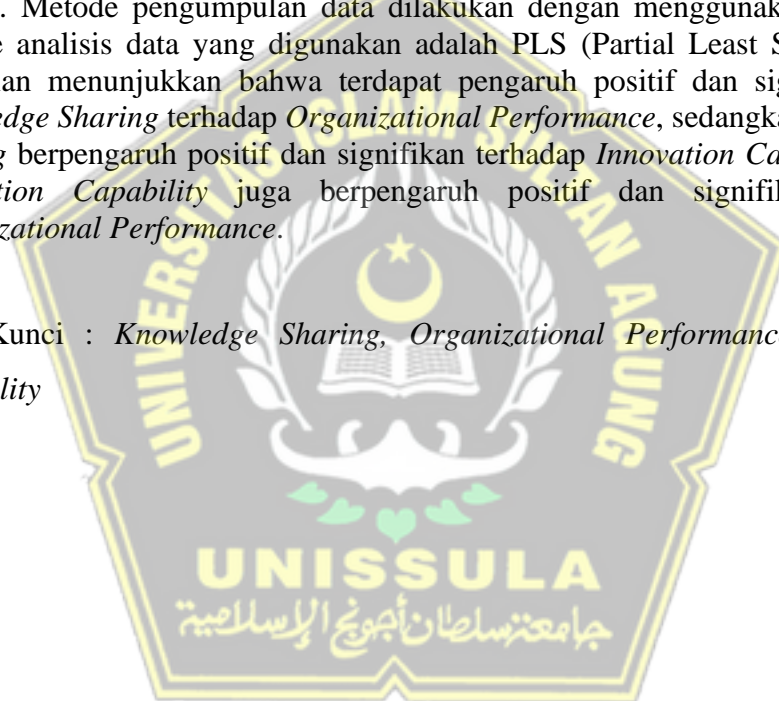


ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh variabel *Knowledge Sharing* terhadap *Organizational Performance* melalui *Innovation Capability* pada UMKM Batik di Kota Semarang. Banyaknya UMKM di Jawa Tengah termasuk di Kota Semarang membuat kegiatan bisnis berkembang dengan pesat. Dengan memiliki pengaruh *Knowledge Sharing* maka dapat menghasilkan *Organizational Performance* dengan baik dan juga didasari pada *Innovation Capability* yang tinggi sehingga memberikan dampak positif bagi para UMKM Batik. Penelitian ini bersifat explanatory dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah pengusaha UMKM Batik di Kota Semarang. Pengambilan sampel dilakukan secara purposive sampling yang mengambil 182 UMKM yang sudah menjalankan usaha > 2 tahun untuk mengembangkan usaha mereka. Metode pengumpulan data dilakukan dengan menggunakan kuesioner. Metode analisis data yang digunakan adalah PLS (Partial Least Square). Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan pada *Knowledge Sharing* terhadap *Organizational Performance*, sedangkan *Knowledge Sharing* berpengaruh positif dan signifikan terhadap *Innovation Capability*, serta *Innovation Capability* juga berpengaruh positif dan signifikan terhadap *Organizational Performance*.

Kata Kunci : *Knowledge Sharing*, *Organizational Performance*, *Innovation Capability*



ABSTRACT

The research aims to explore the effect of Knowledge Sharing on Organizational Performance through Innovation Capability in the Batik community in Semarang City. Due to a large number of batik communities in Central Java, including in Semarang City, business activities are growing rapidly. The influence of Knowledge Sharing can produce good Organizational Performance and is also based on high Innovation Capability so that it has a positive impact on the Batik Community. This type of research is explanatory with a quantitative approach. The population in this study were entrepreneurs from the Batik Community in Semarang City. The method of determining the sample used in this study is purposive sampling, with 182 Batik Communities who have been in business for > 2 years to develop their business. Methods of data collection using a questionnaire. The data analysis method used is PLS (Partial Least Square). The results showed that Knowledge Sharing had a positive and significant effect on Organizational Performance, while Knowledge Sharing had a positive and significant effect on Innovation Capability, and Innovation Capability also had a positive and significant effect on Organizational Performance.

Keyword : *Knowledge Sharing, Organizational Performance, Innovation Capability*

