

## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh etika kerja islami, budaya organisasi dan *knowledge sharing* terhadap kapabilitas inovasi perawat pada Rumah Sakit Umum Bahteramas Provinsi Sulawesi Tenggara. Sebanyak 75 perawat menjadi responden dengan teknik *proportional purposive sampling* yang tersebar pada semua ruangan perawatan.. Alat analisis yang digunakan adalah *structural equation modeling* dengan metode alternatif *Partial Least Square* (PLS).

Hasil penelitian menunjukkan bahwa: (1) etika kerja islami berpengaruh positif dan signifikan terhadap kapabilitas inovasi, artinya bahwa jika etika kerja islami semakin baik maka akan meningkatkan kapabilitas inovasi. (2) etika kerja islami berpengaruh positif dan signifikan terhadap *knowledge sharing*, artinya bahwa bila semakin baik etika kerja islami maka akan meningkatkan *knowledge sharing*. (3) Terdapat pengaruh positif tidak signifikan antara budaya organisasi terhadap kababilitas inovasi, artinya bahwa budaya organisasi belum tentu dapat meningkatkan kapabilitas inovasi. (4). Budaya organisasi berpengaruh positif dan signifikan terhadap *knowledge sharing*, artinya bahwa budaya organisasi dapat meningkatkan *knowledge sharing*. (5) *knowledge sharing* berpengaruh positif dan signifikan terhadap kapabilitas inovasi, artinya bahwa jika *knowledge sharing* meningkat maka kapabilitas inovasi semakin meningkat.

**Kata Kunci:** Etika kerja islami, budaya organisasi, *knowledge sharing* dan kapabilitas inovasi.

## **ABSTRACT**

*The purpose of this study to investigate the influence of Islamic work ethics, organizational culture and knowledge sharing on innovation capability nurse at Bahteramas Public Hospital Southeast Sulawesi Province. A total of 75 nurses were respondents with proportional purposive sampling technique spread to all unit of nursing service. The analytical tool is used structural equation modeling with alternative methods Partial Least Square (PLS).*

*The results showed that: (1) Islamic work ethic have a significant positive effect on innovation capability, meaning that if the Islamic work ethic, the better it will enhance the innovation capabilities. (2) Islamic work ethic have a significant positive effect on knowledge sharing, which means that when the better the Islamic work ethic will increase knowledge sharing. (3) There is no significant positive effect between organizational culture on innovation capability, meaning that organizational culture may not necessarily improve innovation capability. (4). Organizational culture positive and significant effect on knowledge sharing, which means that organizational culture can enhance knowledge sharing. (5) knowledge sharing positive and significant impact on innovation capability, meaning that if knowledge sharing increase the innovation capability will increasing.*

**Keywords:** *Islamic work ethics, organizational culture, knowledge sharing and innovation capability.*