

**The Effect of Organizational Climate and Organizational Structure on
Innovation : The Role of Knowledge Management as Mediation Variable
(Study : Padang Ekasakti University)**

Abstract

This research was conducted to determine the effect of organizational climate and organizational structure on innovation with knowledge management as a mediating variable. This research was conducted by distributing questionnaires to 129 lecturers at Ekasakti University, Padang. This study uses a data analysis method using SmartPLS 3. Where the results obtained from this study are organizational climate and knowledge management significantly positive effect on innovation, while organizational structure does not significantly influence innovation. It was also found that climate and organizational structure significantly influence knowledge management, and knowledge management is able to mediate the influence between climate and organizational structure on innovation. Suggestions in this study are future researchers who can replicate this research model and can test it empirically at other tertiary institutions. Future researchers can consider and add other variables that could theoretically influence innovation such as climate and organizational structure and knowledge management.

Keywords: organizational climate, organizational structure, knowledge management, innovation.