

The Effect of collaborative culture and Transformational Leadership on Innovation Capability With Knowledge Sharing as a Mediation Variables

Abstract

Innovation capability has been highlighted as an important variabel by either academicians nor practitioners. The purpose of this study is to examine the mediating effect of knowledge sharing on the relationship between collaborative culture, transformational leadership and innovation capability. The population of the study is all employess of Dinas Pemberdayaan Masyarakat dan Nagari Kabupaten Pasaman Barat dan Sekretariat Daerah Kabupaten Pasaman Barat. In order to test hyphoteses develoment, this study performed Structural Equation Modeling-Partial Least Square (SEM-PLS). The results of the study revealed that collaborative culture and transformational leadership positively affected knowledge sharing. and innovation capability. However, collaborative culture did not influence innovation capability significantly. Furthermore, leadership transformational and knowledge sharing were found to have positive effect on innovation capability. In addition, knowledge sharing was found to mediate the relationship between collaborative culture, leadership transformational and innovation capability

Keywords: *Innovation capability, Collaboratice culture, Transformational, Knowledge sharing.*