

**PENGARUH PERILAKU KEPEMIMPINAN DAN KOMITMEN ORGANISASI
TERHADAP *KNOWLEDGE SHARING* DENGAN *READINESS FOR CHANGE*
SEBAGAI VARIABEL MEDIASI**

ABSTRAK

Perilaku Kepemimpinan merupakan variabel yang sudah diakui dan direkomendasikan keutamaannya dalam ilmu manajemen sumber daya manusia. Kesiapan Pengetahuan terhadap perubahan adalah keadaan pikiran tentang kebutuhan, Para peneliti menyatakan dalam pekerjaan mereka bahwa perubahan organisasi dipengaruhi oleh perilaku kepemimpinan seperti perilaku kerja dan Komitmen Organisasi. Penelitian ini berfungsi menguji sejauh mana pengaruh Perilaku Kepemimpinan dan Komitmen Organisasi terhadap Knowledge Sharing yang dimediasi variabel Readiness for change. Sampel pada penelitian ini merupakan Karyawan di Puskesmas Sungai Dareh Kabupaten Dharmasraya yang berjumlah 62 orang, sedangkan yang mengembalikan kuesioner berjumlah 59 orang, dan sisanya kuesioner yang tidak diisi sebanyak 3 kuesioner, sehingga data yang bisa diolah hanyalah sebanyak 59 kuesioner. Pengumpulan data yaitu data primer, penelitian ini di analisis dengan menggunakan metode smartPLS 3.2.8. Hasil penelitian ini menemukan variabel Perilaku Kepemimpinan berpengaruh positif terhadap *Readiness for Change*. Komitmen Organisasi berpengaruh positif terhadap *Readiness for Change*, Perilaku Kepemimpinan juga berpengaruh positif terhadap *Knowledge Sharing*. *Readiness for Change* memediasi hubungan antara Perilaku Kepemimpinan dan *Knowledge Sharing* secara positif begitu juga *Readiness for Change* memediasi hubungan antara Komitmen Organisasi dan *Knowledge Sharing* secara positif. Sedangkan Komitmen Organisasi tidak berpengaruh positif terhadap *Knowledge Sharing* serta *Readiness for Change* juga tidak berpengaruh positif terhadap *Knowledge Sharing* sebagai variabel mediasi.

Kata kunci: Perilaku Kepemimpinan, Komitmen Organisasi, *Knowledge Sharing* dan *Readiness for Change*.

*THE EFFECT OF LEADERSHIP BEHAVIOR AND ORGANIZATIONAL
COMMITMENT TO KNOWLEDGE SHARING WITH READINESS FOR CHANGE AS
A MEDIATION VARIABLES*

ABSTRACT

Leadership behavior is a variable that has been recognized and recommended especially in human resource management. Knowledge readiness to change is a state of mind about needs. Researchers state in their work that organizational change is influenced by leadership behaviors such as work behavior and Organizational Commitment. This study functions to test the extent to which the influence of leadership behavior and organizational commitment on knowledge sharing is mediated by the variable Readiness for change. The sample in this study were 62 employees at Sungai Dareh Public Health Center, Dharmasraya Regency, while those who returned the questionnaire totaled 59 people, and the rest were not filled in as many as 3 questionnaires, so the data that could be processed was only 59 questionnaires. Data collection is primary data, this research is analyzed using the smartPLS 3.2.8 method. The results of this study found that the leadership behavior variable had a positive effect on Readiness for Change. Organizational Commitment has a positive effect on Readiness for Change, Leadership Behavior also has a positive effect on Knowledge Sharing. Readiness for Change positively mediates the relationship between Leadership Behavior and Knowledge Sharing as well as Readiness for Change positively mediates the relationship between Organizational Commitment and Knowledge Sharing. Meanwhile, Organizational Commitment has no positive effect on Knowledge Sharing and Readiness for Change nor does it have a positive effect on Knowledge Sharing as a mediating variable.

Keywords: *leadership behavior, Organizational commitment, Knowledge Sharing and Readiness for Change.*