

ABSTRACT

This study aims to obtain empirical evidence about how the relationship between transformational leadership, organizational climate, knowledge sharing, and organizational learning, which can recommend future research areas. The population are 38 companies in Semarang which have already applied knowledge management in these past 5 years and published it in the yearly financial report. 9 companies agreed to be involved in this research. The method that used in this riset is non probablity sampling and the technique to determine number of samples using purposive sampling. Data collection technique using explanatory mixed method, which is used a questionnaire that distributed directly to the respondents and interviews with several respondents. The number of samples which qualify as many as 119 respondents.

The results can be concluded: there is positive and significant effect between between transformational leadership on organizational climate and knowledge sharing. Second, there is a positive but not significant effect between transformational leadership and organizational learning. Third, there is a positive and significant effect between transformational leadership and knowledge sharing behavior. Fourth, there is an indirect influence of organizational climate and knowledge sharing on the relationship between transformational leadership and organizational learning. Other findings from this study, there are other factors that need to be considered to see the indirect influence of knowledge sharing behavior on organizational learning, namely intrinsic and extrinsic motivation in each individual. And, other factors that can indirectly influence the implementation of organizational learning are the core values and organization culture (which can influence the system within the organization in providing access, space, facilities for organizational learning), organizational fields and ownership, as well as reward systems that can encourage innovative and creative climate. This study also offers an overall picture of the relationship between the four variables that will be fruitful for practitioners to understand and replicate the concept in this study.

Keywords: *Transformational Leadership, Knowledge Sharing, Organizational climate, Organizational Learning, Mixed Method Explanatory*