

Abstract

The purpose of this study is to examine the effects of knowledge sharing on academics performance with the variable of professional creative efficacy as a mediator. This study has originality in the professional creative efficacy variable as a novelty. The samples of this study were academics in scope of LLDIKTI region X (West Sumatra, Riau, Jambi, and Riau Islands). The study was conducted at 10 (ten) private universities accredited B. The sampling method was non-probability sampling, namely purposive sampling. The criteria used are academic staffs which already have academic positions. The sample size in this study was 223. The method of data analysis was Structural Equation Modeling/SEM.

The findings of the study show that knowledge sharing has a significant positive relationship towards academics' performance, the intrinsic motivation and organizational support variables. For mediation test, the professional creative efficacy variable was used as mediator that mediated the relationship between knowledge sharing and academics' performance. The findings of this study explain the important of professional creative efficacy variable as the novelty of this study. A professional who has high efficacy will have a positive, enthusiastic, open, confident, accomplished and energetic attitude, which encourage innovative and creative behavior and have orientation to develop themselves. Academics who have high professional creative efficacy will have proactive work behavior, where they take the initiative to increase the availability of work resources in their working environment, such as the availability of relevant and curriculum based teaching materials, look for interesting research ideas and give contribution in useful knowledge to society. Professional means people who are ready to work and study together with people of same profession

Keywords: knowledge sharing, professional creative efficacy, intrinsic motivation, organizational support, academics performance.