

ABSTRACT

Knowledge sharing is an activity in which individuals within an organization exchange information, skills, data, and experiences to build mutual understanding and improve organizational performance.

This study aims to analyze the effect of knowledge sharing on innovative work behavior with affective commitment as a mediating variable. The study was conducted on permanent nurses at Roemani Muhammadiyah Hospital in Semarang using a quantitative approach. Data collection was carried out through a questionnaire distributed via Google Form to the entire population of 255 permanent nurses as respondents, using accidental sampling technique, resulting in 100 samples, and analyzed using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS).

The results of the study indicate that knowledge sharing activities have a positive and significant effect on both affective commitment and innovative work behavior. Furthermore, affective commitment was proven to partially mediate the relationship between knowledge sharing and innovative work behavior. These findings contribute to management efforts in promoting a culture of knowledge sharing to enhance innovation within the organizational environment.

Keywords: Knowledge Sharing, Affective Commitment, Innovative Work Behavior, SEM, PLS.