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Research Article

The Impact of Knowledge Sharing on Innovative Work Behavior at PT Sumatera Hakarindo Deli Serdang

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ABSTRACT

Human resource management plays a major role in the effectiveness of any organization. Employee innovativeness is engagement in innovative behaviors which includes behaviors related to the innovation process. The organizational innovation needs the knowledge sharing in the company. Knowledge sharing is considered an important process in an organization. Knowledge sharing plays an important role in creating innovation. The purpose of this research is to know whether there is the impact of knowledge sharing on innovative work behavior at PT Sumatera Hakarindo Deli Serdang. Research design used in this research is descriptive research design and correlational research design. Research methods which used are descriptive statistic analysis, validity and reliability test, normality test, coefficient correlation, coefficient of determinant, simple linear regression analysis and Z testing. The conclusion of this research is that knowledge sharing has significant impact on innovative work behavior at PT Sumatera Hakarindo Deli Serdang. Z test give result that Zcount (9.42) is higher than Ztable (1.96). Correlation value in 0.883 shows that there is strong positive relationship between knowledge sharing and innovative work behavior in PT Sumatera Hakarindo Deli Serdang. Coefficient of determination value in amount of 77.9% shows that the knowledge sharing has contribution on change of innovative work behavior in amount 77.9% while the remaining in 22.1% is contributed by other factor. The linear regression equation is Y = 2.798 + 1.497 X. Coefficient of regression in 2.798 shows that increasing of 1 unit knowledge sharing can make increasing of innovative work behavior in 2.798 unit. From respondent's answer, it can be known that most of respondent is disagree about knowledge sharing and innovative work behavior dimension in PT Sumatera Hakarindo Deli Serdang. The company can increase the innovative work behavior with improving knowledge sharing.

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1. INTRODUCTION

The companies with stronger capabilities for innovation can work more efficiently. Human resource management plays role in facilitating condition that supports innovation. Human resource practices consist of management practices for employees which give them the knowledge, expertise, skills, confidence and motivation to behave in an innovative behavior. Employees' innovation behavior is the support of company innovation. The company should stimulate the innovation behavior of employees. The employee innovative behavior is important which is as an effort of generating, promoting and application of innovative thinking in the organization for the purpose of personal and organizational performance.

Employee innovativeness is engagement in innovative behaviors which includes behaviors related to the innovation process. Innovation is also important as this behavior indicates that an employee has optimal function in the company. It helps to develop new and creative ideas and to encompass their implementation. Innovativeness is the exploration of opportunities, generation, promotion, and implementation of ideas in the

workplace. The important aspect of innovative behavior is to communicate the idea to other employee and managers to receive their feedback. The organizational innovation needs the knowledge sharing in the company. Innovative behavior enables to use innovative ways of thinking, quickly and accurately respond.

Knowledge sharing is considered an important process in an organization. Knowledge sharing aims to provide a favorable environment which embraces employees to share relevant information and knowledge with other colleagues during job. There are many ways to have effective implementation of knowledge sharing namely by having effective communication channels which are used to sharing the knowledge across organization. Effective knowledge sharing relies on the employees' ability to identify the knowledge they have acquired. Knowledge sharing is considered a core activity of knowledge management. Knowledge sharing among employees and departments within the organization is necessary to transfer the knowledge of individuals and groups into organizational knowledge leading to effective knowledge management. It involves converting knowledge into a configuration that can be integrated and applied by others. According to Arsawan (2019, p.675), knowledge sharing has significant impact on innovative work behavior. Knowledge sharing plays an important role in creating innovation. Knowledge sharing starts with motivation and willingness so that it can improve performance. Knowledge sharing has a significant effect on individual performance and in organizations building knowledge sharing needs a conducive environment so that employees have a sense of belonging and a sense of responsibility for personal performance and that of colleagues. Knowledge sharing has a positive direct relationship with innovative work behavior. The company can increase innovative work behavior by directly integrating knowledge in its business plan. When employees actively share knowledge, knowledge is acquired and facilitate conditions to promote innovative work behavior.

This research is conducted at PT Sumatera Hakarindo Deli Serdang. The company is engaged in corrugated carton box. The company can implement the organizational innovation in increasing business activities. The innovative work behavior will provide many benefits for the company such as increasing sales. Innovation can be implemented in providing product and service for the customer. The company expects that the employee can develop the way in increasing the sales.

There are many factors that has impact on innovative work behavior. One of the factors is knowledge sharing. Based on preliminary research, the company does not provide opportunity to employee in sharing the knowledge, information, experience, idea and technique to other employee. With the experience, the employee can determine the proper working method based on the condition of job. The company does not support the knowledge sharing between employee with providing sufficient working facility. The sharing of knowledge and idea process is not conducted regularly between employee. The coordination is not conducted by the company properly in conducting the job effectively. The company does not provide the opportunity to employee in sharing the knowledge in solving the job problem. The company does not support the collaboration between employee in conducting the job. The feedback from the employee is not received by the company in solving the job problem. The company also does not have intention in understanding the job problem.

2. LITERATURE REVIEW

2.1. Knowledge Sharing

According to Arsawan (2019, p.672), knowledge sharing is the process of transferring skills and abilities between employees. According to Hassan (2018, p.22), knowledge sharing refers to the provision of information, ideas, know-how and other assistance among employees to perform a function or a particular task. According to Juan (2018, p.51), knowledge sharing refers to the provision of task information and knowledge and skills to help others and to collaborate with others.

Knowledge sharing is described as sending and distribution activities of knowledge by a person, a group or an organization to an individual, a group or other organizations. Sharing and donation of knowledge means communicating with others to transfer own knowledge and intellectual capital to them, while knowledge gathering includes communicating with others to achieve knowledge and participating in their intellectual capital. knowledge sharing is the exchange of information among teams and individuals at the workplace. Knowledge sharing is the source of intellectual capital which is an important resource in financial planning. Knowledge sharing is essential for knowledge creation and innovation. The principle of knowledge sharing engages the transfer of knowledge either from one person to another or among groups. It needs to be properly shared and transferred to other employees within the organization in order to perform their tasks efficiently.

2.2. Innovative Work Behavior

According to Hassan (2018, p.23), innovative work behavior is the result of a comprehensive set of behaviors associated with idea creation, idea support and idea implementation. According to Asurakkody (2020, p.1), innovative work behavior refers to all employee behavior directed at the generation, introduction,

or application of ideas, processes, products, or procedures, new to the relevant unit of adoption that supposedly significantly benefit the relevant unit of adoption. According to Baykal (2019, p.25), innovative work behavior is individuals' deliberate efforts to create, develop, and realize innovative attempts to attain higher performance.

Innovative behavior refers to the initiation, development, and implementation of novel and useful ideas which eventually lead to the creation of better products, services, processes or methods. The innovative work behavior can be defined as employees' findings, suggestions and implementation of these ideas on job-related tasks which benefit the organizations' performance. It is typically seen to a comprehensive set of behaviors related to the generation of ideas, creating support for them and helping their implementation. Innovative work behavior has purpose to achieve the initiation and intentional introduction of a new and useful ideas which results process, products or procedures. Employees prefer to resort to innovative work behaviors in order to improve effectiveness and efficiency in conducting their jobs. Innovative work behavior refers to the state of searching for new opportunities and creating ideas. Innovative work behavior includes implementation of creative ideas in organizations.

3. METHODOLOGY

3.1. Research Design

Research design used is descriptive method and correlational method. According to Fitzpatrick (2018, p.95), descriptive research involves collecting and analyzing data to characterize a group, concept or phenomenon. The descriptive research is used to clarify and define concept or phenomena to increase understanding of a phenomenon. A descriptive research is a process of collecting and analyzing data in order to answer questions regarding the current status of the subjects in the study. The main purpose of the descriptive research is formulating a problem for more precise investigation

According to Kantowitz (2017, p.48), correlational research determines one to establish the amount of relation between variables which is useful for prediction. Correlational methods permit researchers to see only whether there is a link or association between the variables of interest. It attempts to measure the relationship between variables.

3.2. Research Object

According to Maruyama (2018, p.231), population is the aggregate of all of the cases that conform to some designated set of specifications. This research determines population on employees of PT Sumatera Hakarindo Deli Serdang in amount of 162 employees. According to Maruyama (2018, p.231), sample is items selected from population. The writer uses simple random sampling as sampling technique. According Maruyama (2018, p.238), simple random sampling is selected using a process that gives every element in the population an equal and independent chance of being included in the sample. The sample size is determined by using the formula by allowing standard error at 5%.

3.3. Data Analysis Method

Methods of data analysis in this study are:

3.3.1. Descriptive Analysis Method

Descriptive method is done with fact finding with adequate interpretations. In this study, simple analysis of extensive data using the description of data to explain the phenomena and the problem in the company.

3.3.2. Statistical Method

Statistical method is the analysis using of statistical techniques to know the problem. Statistical method used in this research is as follows:

3.3.2.1. Validity

Validity test done to measure whether the data have been obtained is valid data. The validity indicates a measuring instrument is able to measure the variables. It is counted using formula as follows:

$$r_{xy} = \frac{\sum xy}{\sqrt{\left(\sum x^2\right)\left(\sum y^2\right)}}$$

Note:

r_{xy} = Instrument Validity

x = independent variable
y = dependent variable

3.3.2.2. Reliability

The instrument is an instrument that reliable when used repeatedly to measure same data with the same result. Reliability of test data will show consistency of the answers contained in the questionnaire. The formula of reliability is as follows:

$$\text{Cronbach Alpha } \alpha = \left(\frac{k}{k-1}\right)\left(1 - \frac{\sum \sigma_b^2}{\sigma_t^2}\right)$$

$$V_d = \frac{\sum d^2 - \frac{(\sum d)^2}{n}}{n}$$

Note:
α   = Instrument Reliability
k   = number of questions
$\sum d^2$ =   total square root score
$\sum d$ = total score
$\sum \sigma_b^2$ = total of variance question
n   = Total of respondents
σ_t^2 = Total Variance
V_d = Variance Difference

3.3.2.3. Normality Test

Normality test is to know whether data distribution is in normal distribution. Normality test is done with using Kolmogorov Smirnov test. In this testing, the criteria used to take decision is: 1) If significant value > 0,05, the data distribution is normal. 2) If the significant value < 0,05 then the data distribution is not normal.

3.3.2.4. Descriptive Statistics

Descriptive statistics are part of the statistic method with the statistical data collection and presentation of data so it is easy to understand. With descriptive statistics serve to explain the circumstances or problems in the company.

4. RESULTS

4.1. Correlation Test

Correlation is analysis that measures the strengths of relationship between two variables. Correlation analysis is used to analyze the relationship of variables whether there is a relationship between independent variables with the dependent variable and how close the relationship between the two variables are. Coefficient of correlation is measured to determine the relationship between knowledge sharing with innovation work behavior. The result of correlation testing can be seen as follows:

Table 1. Correlation Test
Correlations

		Knowledge Sharing	Innovative Work Behavior
Knowledge Sharing	Pearson Correlation	1	,883[**]
	Sig. (2-tailed)		,000
	N	115	115
Innovative Work Behavior	Pearson Correlation	,883[**]	1
	Sig. (2-tailed)	,000	
	N	115	115
**. Correlation is significant at the 0.01 level (2-tailed).			

From table above, the correlation value is 0.883. It means that there is a strong and positive relationship. There is a strong relationship between knowledge sharing and innovation work behavior in PT

Sumatera Hakarindo Deli Serdang.

4.2. Determination Test

Coefficient of determination is the percentage variation in dependent variable is explained by all the independent variables together. The coefficient of determination from the calculation results can be seen as follows:

Table 2. Determination Test
Model Summary

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0	1	,883ᵃ	,779	,777	3,98133
a. Predictors: (Constant), Knowledge Sharing					

Determination value (R2) in amount of 0.779 shows that the contribution of knowledge sharing on innovation work behavior is 77.9% while the remaining in 22.1% is affected by other variables.

4.3. Linear Regression Analysis

Regression is a methodology for studying relations between variables where the relations are determined by equation. The result of linear regression can be seen as follows:

Table 3. Linear Regression Analysis
Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,798	1,210		2,312	,023
	Knowledge Sharing	1,497	,075	,883	19,981	,000
a. Dependent Variable: Innovative Work Behavior						

From table above, it can be obtained by linear regression equation as follows:
Y = 2.798 + 1.497 X

This equation shows that the coefficient regression (b) is 1.497 which means that the increasing of knowledge sharing can make increasing of innovation work behavior. If there is increasing in knowledge sharing by 1 unit, it will increase innovation work behavior by 1.497 unit. Thus, if there is any change in knowledge sharing, it will change innovation work behavior. If the knowledge sharing is zero, the innovation work behavior will be in 2.798.

4.4. Z test

Z test is used to test the impact of independent variable on dependent variable by performing comparisons between the Zcount values with ZTable. The Z test result is as follows:

$$Z = \frac{r}{\frac{1}{\sqrt{n-1}}}$$

$$Z = \frac{0.883}{\frac{1}{\sqrt{115-1}}}$$

$$Z = 9.42$$

The calculations in the table shows that Zcount is 9.42. Zcount is higher than the value Ztable in 1.96. Therefore, hypothesis alternative is accepted that knowledge sharing has significant impact on innovation work behavior in PT Sumatera Hakarindo Deli Serdang.

5.   DISCUSSION

Validity test gives result that validity value of each question is in high and very high validity. Validity value of knowledge sharing and innovation work behavior is higher than 0.3. Therefore, the all the questions is valid as research instrument.

Reliability test gives result that reliability value of each question is very high reliability. Reliability value of knowledge sharing and innovation work behavior is higher than 0.6. Therefore, the all the questions is reliable as research instrument.

Normality test gives result that normality value of knowledge sharing is 0.167 and normality value of innovation work behavior is 0.147. Normality value of knowledge sharing and innovation work behavior is higher than 0.05. Therefore, the data of knowledge sharing and innovation work behavior is in normal data distribution.

From calculation of mean, median and mode, it can be known that most of respondent is disagree about knowledge sharing dimension and innovation work behavior dimension in PT Sumatera Hakarindo Deli Serdang.

Correlation test gives result that coefficient of correlation value is in 0.883. It means that there is strong positive relationship between knowledge sharing and innovation work behavior in PT Sumatera Hakarindo Deli Serdang. The increasing of knowledge sharing will be followed with increasing of innovation work behavior.

Determination test gives result that determination value in 0.779. It means knowledge sharing can give contribution in 77.9% on the change of innovation work behavior in PT Sumatera Hakarindo Deli Serdang.

Linear regression analysis gives result that regression equation is $Y = 2.798 + 1.497 X$. Coefficient of regression in 1.497 shows that increasing of 1 unit knowledge sharing can make increasing of innovation work behavior in 1.497 unit.

Z testing gives result that Zcount in 9.42 is higher than Ztable in 1.96. Therefore, hypothesis is accepted that knowledge sharing has significant impact on innovation work behavior in PT Sumatera Hakarindo Deli Serdang.

5.   CONCLUSION

Based on result of research, the conclusion of this research is that knowledge sharing has significant impact on innovative work behavior at PT Sumatera Hakarindo Deli Serdang. Z test give result that Zcount (9.42) is higher than Ztable (1.96). Correlation value in 0.883 shows that there is strong positive relationship between knowledge sharing and innovative work behavior in PT Sumatera Hakarindo Deli Serdang. Coefficient of determination value in amount of 77.9% shows that the knowledge sharing has contribution on change of innovative work behavior in amount 77.9% while the remaining in 22.1% is contributed by other factor. The linear regression equation is $Y = 2.798 + 1.497 X$. Coefficient of regression in 2.798 shows that increasing of 1 unit knowledge sharing can make increasing of innovative work behavior in 2.798 unit. From respondent's answer, it can be known that most of respondent is disagree about knowledge sharing and innovative work behavior dimension in PT Sumatera Hakarindo Deli Serdang. The company can increase the innovative work behavior with improving knowledge sharing.

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