

**PENGARUH *KNOWLEDGE SHARING* TERHADAP KINERJA DENGAN  
*INDIVIDUAL INNOVATION CAPABILITY* SEBAGAI PEMEDIASI PADA  
KARYAWAN KEDAI *COFFEE* SE-KABUPATEN SLEMAN DI  
YOGYAKARTA**

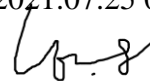
**Fajar Diyantoro**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *knowledge sharing* terhadap kinerja dengan *individual innovation capability* sebagai pemediasi pada karyawan Kedai *Coffee* se-Kabupaten Sleman DI Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *probability sampling* dengan menggunakan teknik *simple random sampling* sejumlah 83 responden. Pengumpulan data primer dilakukan dengan metode kuesioner berupa persepsi karyawan terhadap variabel *knowledge sharing*, variabel *individual innovation capability*, dan persepsi atasan pada variabel kinerja. Data penelitian ini diolah menggunakan *Microsoft Excel*, SPSS versi 26.0 dan Website *Sobel test*. Data yang digunakan untuk menentukan hasil angka penelitian adalah dengan analisis statistik deskriptif dan analisis *Sobel Test*. Metode analisis data dalam pengujian uji instrumen penelitian yaitu (uji validitas dan uji reliabilitas), uji asumsi klasik yaitu (uji normalitas, uji multikolinieritas, dan uji heteroskedastisitas), dan pengujian hipotesis yaitu (uji t parsial, uji f simultan dan uji koefisien determinasi *Adjust R-Square*). Dari hasil analisis data menunjukkan bahwa ( $H_1$ ) *knowledge sharing* (X) berpengaruh positif terhadap *individual innovation capability* (Z), ( $H_2$ ) *individual innovation capability* (Z) berpengaruh positif terhadap kinerja (Y), ( $H_3$ ) *knowledge sharing* (X) berpengaruh positif terhadap kinerja (Y), Dari hasil analisis jalur (*Path Analysis*) dan perhitungan *Sobel Test* menunjukkan bahwa ( $H_4$ ) *knowledge sharing* (X) berpengaruh positif terhadap kinerja (Y) dengan *individual innovation capability* (Z) sebagai pemediasi pada karyawan Kedai *Coffee* se-Kabupaten Sleman DI Yogyakarta.

**Kata Kunci:** *Knowledge Sharing*, *Individual Innovation Capability*, dan Kinerja.  
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**THE EFFECT OF KNOWLEDGE SHARING ON PERFORMANCE WITH  
INDIVIDUAL INNOVATION CAPABILITY AS A PEMEDIATION FOR  
COFFEE SHOP EMPLOYEES IN SLEMAN DISTRICT IN YOGYAKARTA**

**Fajar Diyantoro**

**Abstract**

*This study aims to analyze the effect of knowledge sharing on performance with individual innovation capability as a mediator for coffee shop employees throughout Sleman Regency, DI Yogyakarta. The method used in sampling is probability sampling using simple random sampling technique of 83 respondents. Primary data was collected using a questionnaire method in the form of employee perceptions of the knowledge sharing variable, the individual variable innovation capability, and the superior's perception of the performance variable. The research data was processed using Microsoft Excel, SPSS version 26.0 and Website Sobel test. The data used to determine the results of the study were obtained by descriptive statistical analysis and Sobel Test analysis. The data analysis method was carried out by testing the research instrument test (validity test and reliability test), classical assumption test (normality test, multicollinearity test, and heteroscedasticity test), and hypothesis testing (partial t test, simultaneous f test and coefficient of determination test). Adjust R-Square). From the results of data analysis shows that (H<sub>1</sub>) knowledge sharing (X) has a positive effect on individual innovation capability (Z), (H<sub>2</sub>) individual innovation capability (Z) has a positive effect on performance (Y), (H<sub>3</sub>) knowledge sharing (X) has a positive effect on performance. (Y), the results of path analysis and Sobel Test calculations show that (H<sub>4</sub>) knowledge sharing (X) has a positive effect on performance (Y) with individual innovation capability (Z) as a mediator for coffee shop employees throughout Sleman Regency, DI Yogyakarta.*

**Keywords:** *Knowledge Sharing, Individual Innovation Capability, and Performance.*

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