

## ***ABSTRACT***

*Problems related to the sustainability of the program are challenges that have been faced by BPJS Kesehatan since its transformation until now. Innovation is one aspect that affects the sustainability of a business entity, while based on the results of a values survey, audit of good governance, and employee competency assessments, it shows that BPJS Kesehatan needs to improve innovation. Several previous studies have shown that transformational leadership, person-organization fit and knowledge sharing have a significant effect on employees' innovative work behavior.*

*This research is confirmatory quantitative research, while the data collection method used is non-probability sampling with purposive sampling technique. The sample consists of employees serving at the head office and five regional deputies spread throughout Indonesia. This research questionnaire was distributed online using google form and obtained data as many as 459 respondents. Data analysis using SmartPLS® with reference to the theory of Zhao et al. (2010) for the interpretation of the mediating effect of knowledge sharing constructs.*

*The results of this study indicate that all hypotheses are supported. Transformational leadership has a positive effect on innovative work behavior as well as person-organization fit which affects innovative work behavior. Knowledge sharing also has a mediating role in the relationship of transformational leadership to innovative work behavior and person-organization fit to innovative work behavior.*

***Keywords:*** *transformational leadership, person-organization fit, knowledge sharing, innovative work behavior*