

Peran *Knowledge Sharing* terhadap *Workforce Agility* dengan *Employee Engagement* sebagai Moderator

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Abstrak

Perubahan membawa pengaruh terhadap berbagai jenis sektor industri, salah satunya dalam proses bisnis perusahaan manufaktur. *Workforce agility* dapat memberikan pengaruh yang baik terhadap kinerja dan kesiapan karyawan dalam mengatasi perubahan yang dihadapi perusahaan. Penerapan *workforce agility* dalam perusahaan dapat ditingkatkan dengan *knowledge sharing* yang melibatkan partisipasi karyawan dalam membagikan dan mengumpulkan informasi penting yang berkaitan dengan pekerjaan, dan *employee engagement* yang ditunjukkan dengan kesungguhan dan antusiasme karyawan dalam mencapai tujuan organisasi. Rumusan permasalahan berusaha mengkaji peran *knowledge sharing* terhadap *workforce agility* dengan *employee engagement* sebagai moderator. Pengukuran variabel penelitian dilakukan dengan skala adaptasi *Workforce Agility Scale* ($r=0.878$), skala *knowledge sharing* ($r=0.923$), dan skala *employee engagement* ($r=0.877$). Skala penelitian diberikan kepada 209 karyawan yang memenuhi kriteria partisipan yang telah ditentukan sebelumnya. Hasil penelitian membuktikan bahwa *knowledge sharing* memiliki peran yang signifikan terhadap *workforce agility* dengan skor r^2 sebesar 0.391 ($p<0.05$). Analisis peran moderasi setiap dimensi *employee engagement* menunjukkan bahwa dimensi *teamwork* memiliki peran yang signifikan sebagai moderator hubungan *knowledge sharing* dan *workforce agility* dengan skor r^2 sebesar 0.416 ($p<0.05$). Namun, *employee engagement* secara menyeluruh terbukti tidak memiliki peran sebagai moderator yang signifikan dalam hubungan *knowledge sharing* dan *workforce agility* ditinjau dari skor r^2 sebesar 0.450 ($p>0.05$).

Kata Kunci: *workforce agility, knowledge sharing, employee engagement*

*The Role of Knowledge Sharing on Workforce Agility
with Employee Engagement as Moderator*

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Abstract

Changes can bring influence to a lot of things, one of which is the business process of enterprises in manufacturing sector. Workforce agility plays an important role to help companies increase their employees' performance and readiness to adapt to changes. Workforce agility can be increased by knowledge sharing that include the participations of employees to share and collect important information that is related to work. The level of employee engagement can also benefit the company and increase workforce agility, along with employees' enthusiasm and spirit to reach company's goal. This study examined the role of employee engagement as a moderator in the relationship between knowledge sharing and workforce agility. The measurement of each variable is conducted with adapted scale of Workforce Agility Scale ($r=0.878$), knowledge sharing scale ($r=0.923$), and employee engagement scale ($r=0.877$). The scales are given to 209 employees that match the research criteria and work in the manufacturing sector in Indonesia. The findings which agree with similar past studies showed that knowledge sharing has significant impact on workforce agility with $r^2=0.391$ ($p<0.05$). The dimension analysis of employee engagement finds that teamwork can act as a moderator in the relationship between knowledge sharing and workforce agility with $r^2=0.416$ ($p<0.05$). But this research suggests that employee engagement as a whole construct isn't proven as significant moderator in the role of knowledge sharing on workforce agility with $r^2=0.450$ that shows only 0.003 ($p>0.05$) difference from previous score of 0.447 ($p<0.05$).

Keywords: *workforce agility, knowledge sharing, employee engagement*