

The Role of Career Adaptability and Perceived Organizational Support to Knowledge Sharing Behavior

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Abstract. Knowledge is an important asset for the company and a major capital in the development, from the individual level to the organization level. Knowledge sharing behavior is the main focus in this study as an alternative for start-ups in improving the quality of human resources with all its limitations. This research aims to empirically examine the role of career adaptability and perceived organizational support for knowledge sharing behavior. Data collection was carried out using an online survey involving 214 start-up employees and then analyzed using multiple regression analysis techniques. This study found that career adaptability and perceived organizational support jointly contributed to knowledge sharing behavior on employee start-ups. Also found differences in knowledge sharing behavior based on tenure.

Keywords: *knowledge sharing behavior, career adaptability, perceived organizational support, start-up*

Abstrak. Pengetahuan menjadi aset penting bagi perusahaan dan menjadi modal utama dalam pengembangan, dari tingkat individu hingga organisasi. *Knowledge sharing behavior* menjadi fokus utama dalam penelitian ini sebagai salah satu alternatif bagi *start-up* dalam meningkatkan kualitas sumber daya manusianya dengan segala keterbatasannya. Penelitian ini bertujuan untuk menguji secara empirik mengenai peran *career adaptability* dan *perceived organizational support* terhadap *knowledge sharing behavior*. Pengumpulan data dilakukan dengan menggunakan survei *online* yang melibatkan karyawan *start-up* sebanyak 214 orang dan selanjutnya dianalisis menggunakan teknik analisis regresi berganda. Penelitian ini menemukan bahwa *career adaptability* dan *perceived organizational support* secara bersama-sama mampu memprediksi *knowledge sharing behavior* pada karyawan *start-up*. Serta ditemukan pula perbedaan *knowledge sharing behavior* berdasarkan lama kerja.

Kata kunci: *knowledge sharing behavior, career adaptability, perceived organizational support, start-up*