

INTISARI

Penelitian ini merupakan penelitian kuantitatif konfirmatori yang bertujuan untuk menganalisis peran berbagi informasi terhadap perilaku kerja inovatif baik secara langsung, maupun melalui pemediasi pembelajaran berbasis kerja (terkait tugas dan interaksional), tugas menantang serta komitmen afektif.

Metode pengumpulan data yang digunakan dalam penelitian ini adalah *non-probability sampling* dengan teknik *purposive sampling*. Sampel penelitian adalah pegawai tetap BPJS Kesehatan Kantor Pusat, Kedepuitan Wilayah Jabodetabek, Kedepuitan Wilayah Sulawesi Utara, Sulawesi Tengah, Gorontalo, dan Maluku Utara, serta Kedepuitan Wilayah Sulawesi Selatan, Sulawesi Barat, Sulawesi Tenggara, dan Maluku yang telah bekerja selama minimal satu tahun. Kuesioner penelitian disebarakan secara daring menggunakan *google form* dan memperoleh data yang dapat dianalisis adalah sebanyak 462.

Hasil penelitian ini menunjukkan bahwa berbagi informasi tidak memiliki pengaruh langsung terhadap perilaku kerja inovatif. Namun demikian, penelitian ini menemukan pengaruh langsung berbagi informasi terhadap dua dimensi pembelajaran berbasis kerja (pembelajaran terkait tugas dan pembelajaran interaksional). Selanjutnya pembelajaran terkait tugas terbukti memediasi penuh pengaruh berbagi informasi terhadap perilaku kerja inovatif serta tugas menantang dan komitmen afektif memediasi penuh pengaruh pembelajaran interaksional terhadap perilaku kerja inovatif. Pembelajaran interaksional tidak terbukti memiliki peran mediasi pada pengaruh berbagi informasi terhadap perilaku kerja inovatif. Pun demikian, tugas menantang tidak terbukti memediasi pengaruh pembelajaran terkait tugas terhadap perilaku kerja inovatif.

Kata Kunci: *berbagi informasi, komitmen afektif, pembelajaran berbasis kerja, perilaku kerja inovatif, tugas menantang*

ABSTRACT

This study is quantitative confirmatory that attempts to analyze the role of information sharing in innovative work behavior as well as analyzing work-based learning, challenging tasks, and affective commitment as the mediation variable.

The data collection method used in this research is non-probability sampling with purposive sampling technique. The research sample was permanent employees of BPJS Kesehatan Head Office, Deputy of Jabodetabek Region, Deputy of North Sulawesi, Central Sulawesi, Gorontalo, and North Maluku, and Deputy of South Sulawesi, West Sulawesi, Southeast Sulawesi, and Maluku Regions who had worked for at least one year. Questionnaires were distributed online using google forms and obtained data of 462 that can be analyzed.

The findings showed that information sharing was insignificantly affected by innovative work behavior. However, this study found a direct effect of sharing information on two dimensions of work-based learning (task-related learning and interactional learning). Furthermore, task-related learning is proven to fully mediate the effect of sharing information to innovative work behavior as well as challenging tasks and affective commitment have fully mediated on interactional learning to innovative work behavior. Interactional learning is not proven to have a mediating role in the effect of information sharing in innovative work behavior. Even so, challenging tasks were not proven to act as a mediating variable on task-related learning to innovative work behavior.

Keywords: information sharing, affective commitment, work-based learning, innovative work behavior, challenging tasks