



MEMBANGUN ORGANIZATIONAL INNOVATION POWER DALAM MENINGKATKAN ORGANIZATIONAL PERFORMANCE



**PROGRAM DOKTOR MANAJEMEN
KONSENTRASI MANAJEMEN STRATEGIK
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TERNATE**

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***STRATEGIC LEADERSHIP, TACIT KNOWLEDGE,
ORGANIZATIONAL CAPABILITY TERHADAP
ORGANIZATIONAL PERFORMANCE DAN
ORGANIZATIONAL INNOVATION POWER***

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ABSTRAK

IKSAN. *Strategic Leadership, Tacit Knowledge, Organizational Capability Terhadap Organizational Performance Dan Organizational Innovation Power.* Dibimbing oleh Abdul Hadi Sirat, Ida Hidayanti, Abdul Rahman Jannang.

PENELITIAN ini bertujuan membangun sebuah konsep baru yakni *organizational innovation power* guna menjembatani kesenjangan penelitian pengaruh *strategic leadership*, *organizational capability*, dan *tacit knowledge* terhadap *organizational performance*. Konsep baru ditelaah secara mendalam dengan kajian teori yang relevan serta diuji dalam penelitian empirik yang dilakukan pada sektor publik.

Populasi penelitian ini adalah 1.912 Pejabat Tinggi Pratama (Eselon II) dan Pejabat Administrator (Eselon III) pada lingkup Pemerintah se-Provinsi Maluku Utara. Sampel penelitian yang diolah sebanyak 348. Pengambilan sampel menggunakan *stratified random sampling* dengan analisis data dilakukan dengan menggunakan analisis SEM-PLS.

Hasil penelitian membuktikan bahwa meningkatnya *organizational innovation power* sejalan dengan meningkatnya *tacit knowledge*, *strategic leadership* dan *organizational capability*. Meningkatnya *organizational performance* sejalan

dengan meningkatnya *tacit knowledge*, *strategic leadership*, *organizational capability* dan *organizational innovation power*, dan meningkatnya *organizational performance* sejalan dengan meningkatnya *tacit knowledge* dan *strategic leadership* melalui *organizational innovation power*, namun *organizational innovation power* tidak memediasi peran *organizational capability* dalam meningkatkan *organizational performance*.

Penelitian ini memberikan implikasi praktis terhadap organisasi sektor publik harus fokus pada pengelolaan *tacit knowledge*, *strategic leadership* dan peningkatan *organizational capability* melalui pelatihan dan teknologi untuk mendorong inovasi dan meningkatkan kinerja organisasi di sektor publik. Secara teoritis, temuan ini berimplikasi memperkuat teori *Resource-Based View (RBV)*, *Upper Echelon Theory*, *Dynamic Capability Theory*, dan *Teori Power* yang menunjukkan bahwa *tacit knowledge*, *strategic leadership* dan *organizational capability* merupakan faktor kunci dalam mendorong inovasi dan kinerja, meskipun *organizational innovation power* tidak memediasi hubungan antara *organizational capability* dan *organizational performance* di sektor publik. Secara regulasi, berimplikasi pada kebijakan organisasi sektor publik perlu mendukung kolaborasi dan berbagi pengetahuan serta penggunaan teknologi untuk mengoptimalkan *tacit knowledge*, *strategic leadership*, *organizational capability* dan *organizational innovation power* demi meningkatkan kinerja organisasi di sektor publik.

Kata Kunci: *Organizational capability, organizational innovation power, organizational performance, public sector, strategic leadership, tacit knowledge.*

ABSTRACT

IKSAN. *Strategic Leadership, Tacit Knowledge, Organizational Capability Terhadap Organizational Performance Dan Organizational Innovation Power. Supervised by Abdul Hadi Sirat, Ida Hidayanti, and Abdul Rahman Jannang.*

***THIS** research aims at building a new concept, that is organizational innovation power to bridge the research gap on the influence of strategic leadership, organizational capability and tacit knowledge on organizational performance. A new concept is reviewed extensively using a relevant theoretical review and tested in empirical research conducted in the public sector.*

The population of this study was 1,912 High-ranking Officials (Echelon II) and administrative officials (Echelon III) from the scope of the government throughout North Maluku Province. The research sample processed was 348. Using stratified random sampling with data analysis was conducted using SEM-PLS analysis.

The study results prove that increasing organizational innovation power aligns with increasing tacit knowledge, strategic leadership, and organizational capabilities. Increasing organizational performance aligns with tacit knowledge, strategic leadership, organizational capability, and organizational innovation power while increasing organizational performance

aligns with increasing tacit expertise and strategic leadership through organizational innovation power. However, organizational innovation power does not mediate the role of organizational capability in improving organizational performance.

This study provides practical implications for public sector organizations that focus on tacit knowledge management, strategic leadership, and improvement of organizational capability through training and technology to drive innovation and improve organizational performance in the public sector. Theoretically, the implications of these findings strengthen the Resource-Based View (RBV) theory, Upper Echelon Theory, Dynamic Capability Theory, and Power Theory, which show that tacit knowledge, strategic leadership, and organizational capability are key factors in driving innovation and performance. However, organizational innovation power does not mediate the relationship between organizational capability and organizational performance in the public sector. In terms of regulation, it has implications for public sector organizational policies that need to support collaboration and knowledge sharing as well as the use of technology to optimize tacit knowledge, strategic leadership, organizational capability, and organizational innovation power to improve organizational performance in the public sector.

Keywords: Organizational capability, organizational innovation power, organizational performance, public sector, strategic leadership, tacit knowledge.

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Dalam disertasi ini, disajikan pokok-pokok bahasan sebagai berikut: Bab I menguraikan fenomena empiris dan kesenjangan penelitian sebelumnya yang menjadi latar belakang dari penelitian. Bab II menguraikan tinjauan pustaka sebagai dasar untuk menjelaskan dan menganalisis *strategic leadership, tacit knowledge, organizational capability, organizational performance*, dan *organizational innovation power*, juga menjelaskan kerangka konseptual penelitian dan perumusan hipotesis. Bab III menjelaskan mengenai metode penelitian di antaranya mengenai pemilihan sampel, operasional variabel beserta indikator, dan metode analisisnya. Bab IV menguraikan hasil penelitian beserta pembahasan. Bab V menjelaskan

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RIWAYAT HIDUP



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Karya ilmiah berjudul *Systematic Literature Review of the Effect of Tacit Knowledge, Strategic Leadership, and Innovation on Organizational Performance* telah disajikan pada *International Conference* di Bali tahun 2023 dan dipublikasi tahun 2024 di *Library Progress International* dan *Effect Organizational Capability and Tacit Knowledge on Organizational Performance: Organizational Innovation Power as Mediation (Case Public Sector, Indonesia)* yang telah mendapatkan *Letter of Acceptance* dari *Australasian Accounting, Business and Finance Journal*.