

RINGKASAN

Penelitian ini bertujuan untuk mengkaji pengaruh kepemimpinan transformasional dan efikasi diri kreatif terhadap kreativitas pegawai dengan *knowledge sharing* sebagai variabel pemediasi. Sumber data diperoleh dari penyebaran kuesioner kepada pegawai organik Kantor Perwakilan Bank Indonesia di wilayah Jawa Tengah. Sebanyak 150 responden dipilih melalui *proportional random sampling*. Sebaran responden adalah sebagai berikut: KPw BI Provinsi Jawa Tengah (49 responden, 32.67%), KPw BI Purwokerto (40 responden, 26.67%), KPw BI Solo (31 responden, 20.67%), dan KPw BI Tegal (30 responden, 20.00%).

Metodologi yang digunakan meliputi uji *parsial t-test* untuk hipotesis 1-5 dan metode Baron dan Kenny untuk hipotesis moderasi. Hasil penelitian menunjukkan bahwa Kepemimpinan transformasional tidak memiliki pengaruh signifikan terhadap kreativitas pegawai ($p > 0,05$). Efikasi diri kreatif berpengaruh positif dan signifikan terhadap kreativitas pegawai ($p < 0,05$). *Knowledge sharing* berpengaruh positif dan signifikan terhadap kreativitas pegawai ($p < 0,05$).

Kepemimpinan transformasional berpengaruh positif dan signifikan terhadap *knowledge sharing* ($p < 0,05$). Efikasi diri kreatif berpengaruh positif dan signifikan terhadap *knowledge sharing* ($p < 0,05$). *Knowledge sharing* memediasi secara parsial hubungan antara kepemimpinan transformasional dan kreativitas pegawai ($p < 0,05$). *Knowledge sharing* juga memediasi secara parsial hubungan antara efikasi diri kreatif dan kreativitas pegawai ($p < 0,05$).

Kesimpulan dari penelitian ini menegaskan peran penting *knowledge sharing* dalam meningkatkan kreativitas pegawai dan efektivitas kepemimpinan transformasional serta efikasi diri kreatif. Penelitian ini memberikan wawasan baru mengenai dinamika internal organisasi dan menawarkan rekomendasi praktis untuk pengembangan sumber daya manusia di sektor perbankan.

Kata Kunci : Kepemimpinan Transformasional, Efikasi-Diri Kreatif, Kreativitas, *Knowlwdge Sharing*

SUMMARY

This study aims to examine the effect of transformational leadership and creative self-efficacy on employee creativity with knowledge sharing as a mediating variable. Data sources were obtained from distributing questionnaires to organic employees of Bank Indonesia Representative Offices in the Central Java region. A total of 150 respondents were selected through proportional random sampling. The distribution of respondents is as follows: KPw BI Central Java Province (49 respondents, 32.67%), KPw BI Purwokerto (40 respondents, 26.67%), KPw BI Solo (31 respondents, 20.67%), and KPw BI Tegal (30 respondents, 20.00%).

The methodology used includes partial t-test for hypotheses 1-5 and Baron and Kenny method for moderation hypothesis. The results showed that transformational leadership has no significant effect on employee creativity ($p > 0.05$). Creative self-efficacy has a positive and significant effect on employee creativity ($p < 0.05$). Knowledge sharing has a positive and significant effect on employee creativity ($p < 0.05$).

Transformational leadership has a positive and significant effect on knowledge sharing ($p < 0.05$). Creative self-efficacy has a positive and significant effect on knowledge sharing ($p < 0.05$). Knowledge sharing partially mediates the relationship between transformational leadership and employee creativity ($p < 0.05$). Knowledge sharing also partially mediates the relationship between creative self-efficacy and employee creativity ($p < 0.05$).

The conclusion of this study confirms the important role of knowledge sharing in enhancing employee creativity and the effectiveness of transformational leadership and creative self-efficacy. This study provides new insights into the internal dynamics of organizations and offers practical recommendations for human resource development in the banking sector.

Keywords: Transformational Leadership, Creative Self-Efficacy, Creativity, Knowledge Sharing