

RINGKASAN

Penelitian ini merupakan studi kuantitatif. Tujuan penelitian ini adalah mengetahui pengaruh *high performance work system* (HPWS), kepemimpinan spiritual, dan pemberdayaan psikologis terhadap perilaku kerja inovatif dengan *knowledge sharing* sebagai variabel mediasi. Penelitian dilakukan pada karyawan perusahaan properti-*real estate* di Kabupaten Banyumas, Jawa Tengah. Data dianalisis menggunakan teknik *Structural Equation Modeling-Partial Least Square* (SEM-PLS). Sampel terdiri dari 277 karyawan yang bekerja di berbagai departemen pada perusahaan pengembang properti yang tergabung dalam *Real Estate Indonesia* (REI) Banyumas. Data dikumpulkan melalui kuesioner.

Hasil penelitian menunjukkan bahwa: (1) *high performance work system* (HPWS), kepemimpinan spiritual, dan *psychological empowerment* berpengaruh positif terhadap perilaku kerja inovatif; (2) HPWS, kepemimpinan spiritual, dan *psychological empowerment* juga berpengaruh positif terhadap *knowledge sharing*; (3) *knowledge sharing* memiliki pengaruh positif terhadap perilaku kerja inovatif; (4) *knowledge sharing* terbukti memediasi hubungan antara HPWS, kepemimpinan spiritual, dan *psychological empowerment* terhadap perilaku kerja inovatif.

Model penelitian menghasilkan nilai R^2 sebesar 0,965, yang menunjukkan bahwa kombinasi keempat variabel mampu menjelaskan 96,5% variasi perilaku kerja inovatif karyawan. Penelitian ini menegaskan pentingnya sinergi antara sistem kerja berkinerja tinggi (*high performance work/HPWS*), nilai-nilai spiritual dalam kepemimpinan, dan pemberdayaan psikologis untuk menciptakan budaya berbagi pengetahuan yang mendorong inovasi berkelanjutan. Penerapan HPWS yang disertai kepemimpinan bermakna dan lingkungan kerja yang memberikan kebebasan untuk karyawannya/otonomi dapat menjadi strategi efektif bagi perusahaan pengembang untuk meningkatkan daya saing dan kinerja inovatif.

Kata Kunci : *High Performance Work System*, Kepemimpinan Spiritual, *Psychological Empowerment*, Perilaku Kerja Inovatif, *Knowledge Sharing*

SUMMARY

This research is a quantitative study. The purpose of this study was to determine the effects of the high performance work system (HPWS), spiritual leadership, and psychological empowerment on innovative work behavior with knowledge sharing as a mediating variable. The research was conducted among employees of property-real estate companies in Banyumas Regency, Central Java. Data analyzed using the Structural Equation Modeling-Partial Least Square (SEM-PLS) technique. The sample consisted of 277 employees working in various departments within property development firms affiliated with the Real Estate Indonesia (REI) Banyumas. Data were collected through both online and offline questionnaires.

The results reveal that: (1) high performance work system (HPWS), spiritual leadership, and psychological empowerment have positive effects on innovative work behavior; (2) HPWS, spiritual leadership, and psychological empowerment also have positive effects on knowledge sharing; (3) knowledge sharing positively influences innovative work behavior; and (4) knowledge sharing significantly mediates the relationships between HPWS, spiritual leadership, and psychological empowerment with innovative work behavior.

The model produced an R^2 value of 0.965, indicating that the combination of the four variables explains 96.5% of the variance in employees' Innovative Work Behavior. This study emphasizes the importance of synergy between a high-performance work system, spiritual values in leadership, and psychological empowerment in fostering a knowledge-sharing culture that promotes sustainable innovation. Implementing HPWS alongside meaningful leadership and a work environment that provides autonomy to employees can serve as an effective strategy for property development companies to enhance competitiveness and innovative performance.

Keywords : High Performance Work System, Spiritual Leadership, Psychological Empowerment, Innovative Work Behavior, Knowledge Sharing