

ABSTRAK

Tujuan penelitian ini untuk menganalisis pengaruh *sustainable organizational performance* pada perguruan tinggi swasta unggul LLDIKTI Wilayah III Jakarta yang dipengaruhi oleh *synergistic transformational leadership*, *professional competence*, dan *academic culture* melalui *knowledge sharing*. Desain penelitian ini menggunakan pendekatan *kuantitatif*, berdasarkan fokus studi, penelitian ini adalah menggunakan studi kausalitas. Populasi dalam penelitian ini adalah seluruh dosen tetap perguruan tinggi swasta wilayah III Jakarta yang memiliki akreditasi unggul sebanyak 7.464 dosen, sampel yang digunakan sebanyak 380 dosen tetap dengan menggunakan metode *sampling proposional random sampling*. Adapun Metode analisis data dalam penelitian ini menggunakan metode *Structural Equation Model (SEM) PLS*. Temuan hasil penelitian dalam penelitian adalah (1) *Synergistic transformational leadership* memiliki pengukuran yang dominan yaitu *intelektual stimulation*. (2) *Professional competence* memiliki pengukuran yang dominan yaitu *knowledge competence*. (3) *Academic culture* memiliki pengukuran yang dominan yaitu *academic activities*. (4) *Knowledge sharing* memiliki pengukuran yang dominan yaitu *personal interaction*. (5) *Sustainable organizational performance* memiliki pengukuran yang dominan yaitu *outcome and achievements of tridharma*. (6) Menghasilkan determinan baru yaitu variabel *sinergistic transformasional leadership*. Hasil penelitian membuktikan bahwa (1) *Synergistic transformational leadership* berpengaruh positif dan signifikan terhadap *sustainable organizational performance*. (2) *Professional competence* berpengaruh positif dan signifikan terhadap *sustainable organizational performance*. (3) *Academic culture* tidak berpengaruh terhadap *sustainable organizational performance*. (4) *Knowledge sharing* berpengaruh positif dan signifikan terhadap *sustainable organizational performance*. (5) *Synergistic transformational leadership* berpengaruh positif dan signifikan terhadap *knowledge sharing*. (6) *Professional competence* berpengaruh positif dan signifikan terhadap *knowledge sharing*. (7) *Academic culture* berpengaruh positif dan signifikan terhadap *knowledge sharing*. (8) *Knowledge sharing* mampu memediasi pengaruh *synergistic transformational leadership* terhadap *sustainable organizational performance*. (9) *Knowledge sharing* mampu memediasi pengaruh *professional competence* terhadap *sustainable organizational performance*. (10) *Knowledge sharing* mampu memediasi pengaruh *academic culture* terhadap *sustainable organizational performance*.

Kata Kunci : *Synergetic transformational leadership; professional competence; academic culture; knowledge sharing; sustainable organizational performance*.

ABSTRACT

The purpose of this study was to analyze the effect of sustainable organizational performance at superior private universities LLDIKTI Region III Jakarta which is influenced by synergistic transformational leadership, professional competence and academic culture through knowledge sharing. This research design uses a quantitative approach, based on the focus of the study, this research uses a causality study. The population in this study were all permanent lecturers at private universities in Region III Jakarta which had superior accreditation, totaling 7,464 lecturers. The sample used was 380 permanent lecturers using the proportional random sampling method. The data analysis method in this research uses the PLS Structural Equation Model (SEM) method. The research findings that are new in the research are (1) Synergistic transformational leadership has a dominant measurement, namely intellectual stimulation. (2) Professional competence has a dominant measurement, namely knowledge competence. (3) Academic culture has a dominant measurement, namely academic activities. (4) Knowledge sharing has a dominant measurement, namely personal interaction. (5) Sustainable organizational performance has dominant measurements, namely outcomes and achievements of tridharma. (6) Produces a new determinant, namely the synergistic transformational leadership variable. The research results prove that (1) Synergistic transformational leadership has a positive and significant effect on sustainable organizational performance. (2) Professional competence has a positive and significant effect on sustainable organizational performance. (3) Academic culture has no effect on sustainable organizational performance. (4) Knowledge sharing has a positive and significant effect on sustainable organizational performance. (5) Synergistic transformational leadership has a positive and significant effect on knowledge sharing. (6) Professional competence has a positive and significant effect on knowledge sharing. (7) Academic culture has a positive and significant effect on knowledge sharing. (8) Knowledge sharing is able to mediate the influence of synergistic transformational leadership on sustainable organizational performance. (9) Knowledge sharing is able to mediate the influence of professional competence on sustainable organizational performance. (10) Knowledge sharing is able to mediate the influence of academic culture on sustainable organizational performance.

Keywords: *Synergetic transformational leadership; professional competence; academic culture; knowledge sharing; sustainable organizational performance*