

ABSTRACT

This research aims to research and analyze the influence of innovative behavior, perceived organizational support on employee sustainable performance through knowledge management variables at IPT College, South Jakarta. The data collection method in this research used a questionnaire method with a research sample consisting of 52 educational staff at the IPT College in South Jakarta using a purposive sampling technique. The data was then analyzed using SmartPLS software version 3.2.9. The analysis uses a Structural Equation Model (SEM) with a Partial Least Square (PLS) equation model through testing the inner and outer models as well as the correlation matrix between dimensions. Based on the results of the analysis in this research, the results obtained: Innovative Behavior, Perceived Organizational Support and Knowledge Management influence Employee Sustainable Performance, Innovative Behavior and Perceived Organizational Support influence Knowledge Management, Innovative Behavior and Perceived Organizational Support influence Employee Sustainable Performance through Knowledge Management.

Keywords: Innovative Behavior, Perceived Organizational Support, Knowledge Management and Employee Sustainable Performance.



ABSTRAK

Penelitian ini bertujuan untuk meneliti dan menganalisis pengaruh *innovative Behavior*, *perceived organizational support* terhadap *employee sustainable performance* melalui variabel *knowledge management* di Perguruan Tinggi IPT Jakarta Selatan. Metode pengumpulan data dalam penelitian ini menggunakan metode kuesioner dengan sampel penelitian yang terdiri dari 52 tenaga kependidikan di Perguruan Tinggi IPT Jakarta Selatan dengan menggunakan teknik *purposive sampling*. Data kemudian dianalisis dengan menggunakan *software SmartPLS* versi 3.2.9. Analisis menggunakan *Structural Equation Model* (SEM) dengan model persamaan *Partial Last Square* (PLS) melalui pengujian *inner* dan *outer* model serta matriks korelasi antar dimensi. Berdasarkan hasil analisis dalam penelitian ini diperoleh hasil : *Innovative Behavior*, *Perceived Organizational Support* dan *Knowledge Management* berpengaruh terhadap *Employee Sustainable Performance*, *Innovative Behavior* dan *Perceived Organizational Support* berpengaruh terhadap *Knowledge Management*, *Innovative Behavior* dan *Perceived Organizational Support* berpengaruh terhadap *Employee Sustainable Performance* melalui *Knowledge Management*.

Kata Kunci: *Innovative Behavior*, *Perceived Organizational Support*, *Knowledge Management* dan *Employee Sustainable Performance*.

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