

**PENINGKATAN PERILAKU KERJA INOVATIF MELALUI
PENGUATAN PEMBELAJARAN TIM (*TEAM LEARNING*)
DAN BERBAGI PENGETAHUAN (*KNOWLEDGE SHARING*)**

(Studi Empiris dengan Pendekatan Korelasional dan Analisis
SITOREM pada Guru Tetap Yayasan Sekolah Dasar Islam Terpadu di
Kecamatan Bogor Barat, Kota Bogor)

TESIS

**diajukan untuk memenuhi sebagian persyaratan
memperoleh gelar Magister Manajemen Pendidikan**



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Widianti Sudjud, Rais Hidayat, Dian Wulandari

ABSTRAK

Penelitian ini bertujuan untuk meneliti hubungan antara *Team Learning* dan *Knowledge Sharing* dengan Perilaku Kerja Inovatif. Penelitian dilaksanakan di SD Islam Terpadu di Kecamatan Bogor Barat, Kota Bogor. Populasi penelitian ini berjumlah 357 guru dan jumlah sampel sebanyak 189 guru yang ditentukan dengan menggunakan proportional random sampling. Pengumpulan data untuk setiap variabel yang diteliti menggunakan angket dengan skala likert. Teknik analisis menggunakan regresi sederhana dan regresi ganda. Hasil penelitian menunjukkan terdapat hubungan positif antara *Team Learning* dengan Perilaku Kerja Inovatif (koefisien korelasi $r_{y.1} = 0,398$ dan koefisien determinasi $r^2_{y.1} = 0,1580$), terdapat hubungan positif antara *Knowledge Sharing* dengan Perilaku Kerja Inovatif ($r_{y.2} = 0,687$ dengan koefisien determinasi $r^2_{y.2} = 0,473$) serta terdapat hubungan positif dan sangat signifikan antara *Team Learning* dan *Knowledge Sharing* secara bersama-sama dengan Perilaku Kerja Inovatif (koefisien korelasi $r_{y.12} = 0,671$ dengan koefisien determinasi $r^2_{y.12} = 0,4505$). Dengan demikian dapat disimpulkan bahwa Perilaku Kerja Inovatif dapat ditingkatkan melalui *Team Learning* dan *Knowledge Sharing* baik secara parsial maupun bersama-sama. Berdasarkan analisis SITOREM, diketahui bahwa untuk meningkatkan Perilaku Kerja Inovatif melalui *Team Learning* dapat dilakukan dengan meningkatkan indikator pertukaran pengetahuan tentang konfigurasi kondisi dan kapabilitas anggota. Sedangkan melalui *Knowledge Sharing*, dapat dilakukan dengan meningkatkan indikator menerima pengetahuan dan mentransfer pengetahuan.

Kata kunci: Perilaku Kerja Inovatif, *Team Learning*, *Knowledge Sharing*

**INCREASING INNOVATIVE WORK BEHAVIOR THROUGH
STRENGTHENING TEAM LEARNING AND KNOWLEDGE SHARING**

(Empirical Study Using a Correlational Approach and SITOREM Analysis on Permanent Teachers at the Integrated Islamic Elementary School Foundation in West Bogor District, Bogor City)

Widianti Sudjud, Rais Hidayat, Dian Wulandari

ABSTRACT

The objective of this study is to examine the relationship between Team Learning and Knowledge Sharing with Innovative Work Behavior. The research was conducted at the Integrated Islamic Elementary School in West Bogor District, Bogor City. The population of this study amounted to 357 teachers and the number of samples was 189 teachers who were determined using proportional random sampling. Collecting data for each variable studied using a questionnaire with a Likert scale. The analysis technique uses simple regression and multiple regression. The results showed that there was a positive relationship between Team Learning and Innovative Work Behavior (correlation coefficient $r_{y.1} = 0.398$ and coefficient of determination $r^2_{y.1} = 0.1580$), there was a positive relationship between Knowledge Sharing and Innovative Work Behavior ($r_{y.2} = 0.687$ with coefficient of determination $r^2_{y.2} = 0.473$ and there is a positive and very significant relationship between Team Learning and Knowledge Sharing together with Innovative Work Behavior (correlation coefficient $r_{y.12} = 0.671$ with a coefficient of determination $r^2_{y.12} = 0.4505$). Thus it can be concluded that Innovative Work Behavior can be improved through Team Learning and Knowledge Sharing either partially or together. Based on SITOREM analysis, it is known that to improve Innovative Work Behavior through Team Learning, it can be done by increasing the indicators of knowledge exchange about the configuration of conditions and capabilities of members. Meanwhile, through Knowledge Sharing, it can be done by increasing the indicators of receiving knowledge and transferring knowledge.

Keywords: *Innovative Work Behavior, Team Learning, Knowledge Sharing*