

**PENGARUH KNOWLEDGE SHARING, SERVANT LEADERSHIP,
DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOUR TERHADAP
KINERJA KARYAWAN PADA PT. MULIA TANI JAYA**

Jacinda Sany, Caryn Cokro
Program Studi Manajemen, Universitas Prima Indonesia

ABSTRAK

Dalam penelitian ini mempunyai tujuan berupa penganalisis *knowledge sharing*, *servant leadership*, dan *organizational citizenship behaviour* terhadap kinerja karyawan pada PT. Mulia Tani Jaya. Metode kuantitatif adalah inti dari pendekatan penelitian ini. Dalam penelitian ini, teknik pengambilan *sampling* jenuh digunakan untuk mengumpulkan 72 responden. Metode pengumpulan data termasuk kuesioner, wawancara, dan dokumentasi serta analisis data dilakukan dengan menggunakan analisis regresi linear berganda. Hasil dalam penelitian bahwa *knowledge sharing* berpengaruh terhadap kinerja karyawan, *servant leadership* berpengaruh terhadap kinerja karyawan, *organizational citizenship behaviour* berpengaruh terhadap kinerja karyawan, dan secara simultan *knowledge sharing*, *servant leadership*, dan *organizational citizenship behaviour* berpengaruh terhadap kinerja karyawan. *Knowledge Sharing*, *servant leadership*, dan *organizational citizenship behavior* masing-masing memberikan kontribusi 45,3% pada kinerja karyawan, yang kemudian untuk variabel lain yang tidak diteliti, seperti pelatihan kerja dan promosi jabatan, memberikan kontribusi sebesar 54,7%.

Kata Kunci: *Knowledge Sharing, Servant Leadership, Organizational Citizenship Behavior, Kinerja Karyawan*

ABSTRACT

This study aims to analyse knowledge sharing, servant leadership, and organisational citizenship behaviour on employee performance at PT. Mulia Tani Jaya. The quantitative method is the core of this research approach. In this study, saturated sampling technique was used to collect 72 respondents. Data collection methods included questionnaires, interviews, and documentation, and data analysis was performed using multiple linear regression analysis. The results of the study showed that knowledge sharing affects employee performance, servant leadership affects employee performance, organisational citizenship behaviour affects employee performance, and simultaneously, knowledge sharing, servant leadership, and organisational citizenship behaviour affect employee performance. Knowledge sharing, servant leadership, and organisational citizenship behaviour each contributed 45.3% to employee performance, while other variables that were not examined, such as job training and promotion, contributed 54.7%.

Keywords: *Knowledge Sharing, Servant Leadership, Organizational Citizenship Behavior, Employee Performance*