

## ABSTRAK

### **PENGARUH *EMPOWERING LEADERSHIP* TERGADAP *INNOVATIVE WORK BEHAVIOR* DENGAN *KNOWLEDGE SHARING* SEBAGAI VARIABEL MEDIASI**

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Penelitian ini bertujuan menganalisis pengaruh *empowering leadership* terhadap *innovative work behavior* dengan *knowledge sharing* sebagai variabel mediasi pada pegawai Pengadilan Agama di wilayah Lampung. Populasi penelitian mencakup seluruh pegawai pada 13 satuan kerja Pengadilan Agama di wilayah Lampung dengan sampel sebanyak 330 responden yang ditentukan menggunakan teknik *purposive sampling*. Penelitian menggunakan pendekatan kuantitatif dengan analisis *Partial Least Square* (PLS) melalui bantuan perangkat lunak SmartPLS 4.

Hasil penelitian menunjukkan bahwa seluruh hipotesis didukung. *Empowering leadership* berpengaruh positif dan signifikan terhadap *innovative work behavior*, sedangkan *knowledge sharing* terbukti memediasi secara signifikan pengaruh *empowering leadership* terhadap *innovative work behavior*. Temuan tersebut menunjukkan bahwa kepemimpinan yang memberdayakan mampu meningkatkan perilaku kerja inovatif pegawai secara langsung maupun melalui peningkatan aktivitas berbagi pengetahuan. Penelitian ini memberikan implikasi bahwa Pengadilan Agama di wilayah Lampung perlu memperkuat praktik kepemimpinan yang memberdayakan, mendorong aktivitas berbagi pengetahuan antarpegawai, serta memberikan kesempatan kepada pegawai untuk menyampaikan gagasan dan perbaikan kerja guna mendukung peningkatan inovasi dalam organisasi.

**Kata kunci:** *Empowering Leadership, Knowledge Sharing, Innovative Work Behavior, PLS*

## **ABSTRACT**

### **THE EFFECT OF *EMPOWERING LEADERSHIP ON INNOVATION WORK BEHAVIOR WITH KNOWLEDGE SHARING AS A MEDIATING VARIABLE***

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*This study aims to analyze the effect of empowering leadership on innovative work behavior with knowledge sharing as a mediating variable among employees of the Religious Courts in Lampung Province. The population consisted of employees from 13 Religious Court offices in Lampung, with a sample of 330 respondents selected using a purposive sampling technique. This study employed a quantitative approach and analyzed the data using Partial Least Squares (PLS) through SmartPLS 4 software.*

*The results indicate that all proposed hypotheses are supported. Empowering leadership has a positive and significant effect on innovative work behavior, while knowledge sharing significantly mediates the relationship between empowering leadership and innovative work behavior. These findings suggest that empowering leadership enhances employees' innovative work behavior both directly and indirectly through increased knowledge-sharing activities. The study implies that Religious Courts in Lampung should strengthen empowering leadership practices, encourage knowledge sharing activities among employees, and provide opportunities for employees to contribute ideas and work improvements in order to foster innovation within the organization.*

**Keywords: Empowering Leadership, Knowledge Sharing, Innovative Work Behavior, PLS**