

## ABSTRAK

Menjadi inovatif merupakan sebuah kebutuhan untuk bertahan dalam persaingan bisnis sekarang ini. tetapi sebelum menjadi inovatif, diperlukan keterikatan dan persepsi psikologis yang baik dari karyawan. Kontrak psikologis mewakili keyakinan individu tentang kewajiban timbal balik antara mereka dan organisasi. Penelitian ini menguji apakah *work engagement* memediasi pengaruh dua jenis kontrak psikologis terhadap *innovative work behavior* dan *knowledge sharing intention*. Selain itu, penelitian ini juga menguji efek moderasi *job resources* apakah memperkuat atau memperlemah pengaruh *psychological contract* terhadap *innovative work behavior* dan *knowledge sharing intention*

Responden dalam penelitian ini berjumlah 132 orang yang merupakan karyawan tetap Direktorat Transformasi Office dan Teknologi Informasi PT. Pegadaian Persero Jakarta. Pengujian dalam penelitian ini menggunakan SmartPLS 3 dan program SPSS yang dikembangkan oleh Hayes.

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh negatif signifikan *transactional contract* terhadap *knowledge sharing intention* dan *innovative work behavior* yang dimediasi oleh *work engagement*. Sedangkan terdapat pengaruh positif signifikan dari *relational contract* terhadap *knowledge sharing intention* dan *innovative work behavior* yang dimediasi oleh *work engagement*. Pengaruh moderasi yang dihasilkan oleh *job resources* dalam penelitian juga bervariasi untuk jenis *organizational resources* dan *social resources*.

**Kata kunci:** *psychological contract, work engagement, knowledge sharing intention, job resources, innovative work behavior, PLS.*

## ABSTRACT

Being innovative is an essential for survival in today's competitive business. Being innovative, requires good employee engagement and psychological contracts. Psychological contracts represent individual beliefs about the mutual relationship between them and the organization. This study tested whether work engagement mediates the relationship between those two types of psychological contract and innovative work behavior and knowledge sharing intention. Besides, this study also tested the moderating effect of job resources whether strengthen or weakened the relationship between psychological contract and work engagement.

This study used 132 employees who were permanent employees of the Transformation Office and Information Technology Directorate of PT. Pegadaian Persero Jakarta. This study was conducted using SmartPLS 3 and the SPSS program developed by Hayes.

The results of this study indicate that transactional contract have negative significant effect with the intention to share knowledge and innovative work behavior mediated by work engagement. While there is a significant positive effect of relational contracts on the intention to share knowledge and innovative work behavior mediated by work engagement. The effect of moderation generated by job resources also varies with the types of organizational and social resources.

**Keywords: psychological contract, work engagement, intention to share knowledge, job resources, innovative work behavior, PLS.**