

ABSTRAK

Penelitian ini bertujuan untuk menyelidiki pengaruh antara *empowering leadership* dan *perceived organizational support* terhadap *employee performance* dengan menggunakan *self efficacy* sebagai mediasi dan *knowledge sharing* sebagai moderator. Studi kuantitatif ini didasarkan pada data yang dikumpulkan menggunakan kuesioner yang disebar kepada 40 responden pada UKM Batik HM Sholeh dan teknik analisis menggunakan *partial least square (PLS)*.

Pada hasil analisis menggunakan PLS ditemukan bahwa *self efficacy* memediasi hubungan *empowering leadership* dan *perceived organizational support* terhadap *employee performance*. Selain itu, peran moderator *knowledge sharing* memoderasi atau memperkuat hubungan antara *self efficacy* dan *employee performance*. Pentingnya *training need analysis*, mengingat bahwa semakin dinamisnya pergerakan dunia bisnis terutama pada industri batik yang semakin lama semakin berkembang pesat baik dari pesaing maupun teknologi yang digunakan. Jadi dalam hal ini inovasi juga sangat diperlukan untuk dapat bersaing secara kompetitif dan dapat memenuhi kebutuhan konsumen.

Kata Kunci: *Empowering leadership, perceived organizational support, self efficacy, knowledge sharing, employee performance.*

ABSTRACT

This study aims to investigate the effect of empowering leadership and perceived organizational support on employee performance by using self efficacy as mediation and knowledge sharing as a moderator. This quantitative study is based on data collected using a questionnaire distributed to 40 respondents in UKM Batik HM Sholeh and analysis techniques using partial least square (PLS).

In the results of the analysis using PLS it was found that self efficacy mediates the relationship of empowering leadership and perceived organizational support for employee performance. In addition, the role of the moderator of knowledge sharing moderates or strengthens the relationship between self efficacy and employee performance. The importance of training need analysis, given that the more dynamic movement of the business world, especially in the batik industry, which is increasingly growing rapidly both from competitors and the technology used. So in this case innovation is also very necessary to be able to compete competitively and be able to meet the needs of consumers.

Keywords: Empowering leadership, perceived organizational support, self efficacy, knowledge sharing, employee performance.