

The Impact of Knowledge Sharing and Organizational Learning Capacity on Innovation Performance (Case Study of Wonosobo District Regional Library Staff)

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ABSTRACT

The purpose of this studies is to take a look at how know-how sharing and organizational mastering abilities effect innovation overall performance. The cognizance of this studies is whether or not know-how sharing impacts the overall performance of Wonosobo Regency Arpusda employees, whether or not organizational mastering capabilities have an impact on the overall performance of Wonosobo Regency Arpusda employees, and whether or not know-how sharing and organizational mastering capabilities have an impact on the overall performance of Wonosobo Regency Arpusda employees. Data changed into amassed the use of a quantitative approach thru a questionnaire that changed into introduced to 38 Arpusda workforce members. Multiple linear regression evaluation changed into used to check the studies hypothesis. The outcomes of the studies display that know-how sharing has a high quality and sizeable impact at the innovation overall performance of Wonosobo Regency Arpusda employees. Organizational mastering abilities even have a high quality and sizeable impact at the innovation overall performance of Wonosobo Regency Arpusda employees.

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1. INTRODUCTION

Innovation is one of the main things that decides how well organizations can handle the constanly changing world issues. In this digital era, the ability to innovate is not only determined by the resources owned, but also by how knowledge is managed and shared in the organization. Knowledge sharing has become crucial in creating a productive culture of innovation. It encourages organizations to not only rely on individual experience, but also leverage team collaboration to create new solutions. Organizational learning capability, namely the ability of an organization to learn and adapt, plays a significant role in the innovation process. Organizations that are able to learn from experience and internalize new knowledge tend to have a better competitive advantage. Previous research shows a positive relationship between organizational learning capability and innovation performance.

For example, research by Hu et al. (2019) found that organizations that are active in collective learning have higher innovation rates than those that are not. In Indonesia, especially in the context of public organizations, such as Arpusda Wonosobo Regency, the development of innovation is very important to improve public services. Research by Sari and Putra (2021) shows that increasing knowledge sharing capabilities in the public sector can encourage innovation in service delivery. This suggests the need for deeper exploration of the factors that influence

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innovation performance in these institutions. As part of the effort to optimize innovation performance at Arpusda Wonosobo Regency, this study aims to explore the influence of knowledge sharing and organizational learning capability on innovation performance.

By examining these factors, it is expected that effective strategies can be found in improving innovation performance in these public institutions, which in turn can contribute to improving services to the community. Through this study, it is expected to make a significant contribution to the existing literature, as well as provide practical recommendations for the management of Arpusda Wonosobo Regency in developing a sustainable culture of innovation. This research focuses not only on theory, but also on practical applications that can help public organizations in facing challenges and taking advantage of opportunities that exist in this modern era.

2. Literature Review

2.1 Innovation Performance

According to Tidd and Bessant (2018) in their book *Managing Innovation: Integrating Technological, Market, and Organizational Change*: the effectiveness of innovation performance can be assessed using different signs, such as how many ideas are created, how well new product perform in the market, and the economic effects of those new ideas.

2.2 Knowledge Sharing

Knowledge sharing is the step in which people or groups exchange information and expertise to enhance organizational understanding and performance. According to Nonaka and Takeuchi (1995) in their book *"The Knowledge-Creating Company,"* knowledge sharing is an essential part of the innovation process and competitive development.

Based on the above definition, knowledge sharing affects innovation performance (H1).

2.3 Organizational Learning Capability

The ability of an organization to learn is essential to generating new ideas and remaining competitive. As Senge (1990) states in his book *The Fifth Discipline: The Art and Practice of the Learning Organization*, a learning organization develops and enhances its collective capacity to understand and evaluate change. A learning organization is an organization that is capable.

Based on the above definition, organizational learning capability affects innovation performance (H2).

3. RESEARCH METHODS

The objective of this research is to examine the impact of knowledge sharing and organizational learning capabilities on the innovation performance of employees at the Wonosobo Regency Regional Library through the use of quantitative methods. To describe the model, this study includes two independent variables and one dependent variable. The information collected was from a survey made with a 5 point Likert scale. The total number of participants was 38 individuals through complete sampling. Hypothesis testing was performed using SPSS to examine multiple linear regression (Sugiyono, 2019).

4. RESULTS AND DISCUSSIONS

4.1 Classical Assumption Testing Normality Test

The reason of the normality take a look at is to examine if the residual variables withinside the regression version comply with a ordinary distribution. In this research, the One-Sample Kolmogorov-Smirnov Test is hired because the normality take a look at. Residuals are taken into consideration generally allotted if the Asymp. Sig (2-tailed) withinside the One-Sample Kolmogorov-Smirnov Test exceeds $\alpha = 0.05$.

Table 1.
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.96772453
Most Extreme Differences	Absolute	.240
	Positive	.240
	Negative	-.180
Test Statistic		.240
Asymp. Sig. (2-tailed)		.630 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Primary Data Processed, 2024

According to [Table 1](#), the Asym.sig value is 0.630. This indicates that the asym.sig value of 0.630 exceeds 0.05, leading to the conclusion that the data follows a normal distribution.

4.2 Classical Assumption Testing Multicollinearity Test

Multicollinearity test is conducted to check whether there is a correlation between independent variables in the regression model. This correlation is called multicollinearity. In an effective regression model, there should be no correlation between independent variables. If the resulting rate tolerance is greater than 0.10, there is no multicollinearity.

Table 2. Classical Assumption Test Results of Multicollinearity Test

Variable	Collinearity Statistics		Description
	Tolerance	VIF	
Knowledge Sharing (X1)	.997	1.003	No multicollinearity
Organizational Learning Capability (X2)	.997	1.003	No multicollinearity

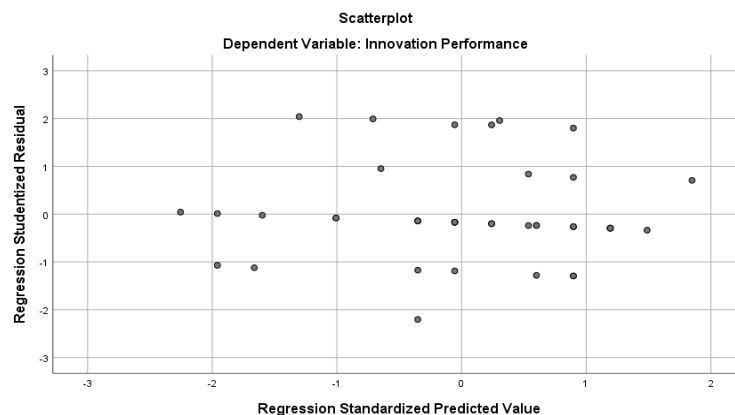
Source: Primary Data Processed, 2024

Based on [Table 2](#) above, it is clear that the tolerance value of each independent variable is greater than 0.10. Furthermore, the VIF calculation shows that the VIF value of all independent variables is less than 10 which leads to the conclusion that there is no multicollinearity between independent variables in the regression model.

4.3 Classical Assumption Test Heteroscedasticity Test

In multiple regression analysis, testing for similarities in residual variances among observations is crucial. When the residuals exhibit consistent variances, it is referred to as homoscedasticity. On the other hand, if the variances differ, it is known as heteroscedasticity. The optimal regression occurs when heteroscedasticity is absent.

Table 3. Classical Assumption Test Heteroscedasticity Test Results



Source: Primary Data Processed, 2024

From [Table 3](#) the provided Scartelpot graph, we can infer that X1 and X2 do not exhibit heteroscedasticity since the points are dispersed randomly and are positioned both above and below 0 on the Y axis.

4.4 Partial Hypothesis Testing (t test)

The partial evaluation take a look at in a couple of regression seeks to decide if the impartial variable (X) extensively impacts the established variable (Y). Based on desk four above, the t-matter for the know-how sharing variable is 5.000 with a importance stage of 0.001. The importance evaluation shows that 0.001 is much less than 0.05, implying that the know-how sharing variable considerably influences innovation performance (Y).

Based on [Table 4](#), the t-matter for the know-how sharing variable is mentioned as 5.000, with a importance of 0.002. The importance evaluation famous that 0.002 is much less than 0.05, suggesting that the know-how sharing variable considerably affects innovation performance (Y).

Table 4. T-Test Results

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	16.079	3.000		5.360
	Knowledge Sharing (X1)	.400	.080	.500	.001
	Organizational learning capability (X2)	.300	.060	.400	.002

a. Dependent Variable: Innovation Performance (Y)

4.5 Simultaneous Hypothesis Testing (F Test)

The factors examined in the F test include two X variables: Knowledge Sharing (X1) and Organizational Learning Capability (X2), both of which are connected to Innovation Performance (Y).

Table 5. F test results

ANOVA^a					
Model		Sum of Squares	Df	Mean Square	F
1	Regression	32.520	2	16.260	1.040
	Residual	31.280	38	.823	
	Total	63.800	40		

a. Dependent Variable: Innovation Performance

b. Predictors: (Constant), Organizational learning capability, Knowledge Sharing

Source: Primary Data Processed, 2024

From **Table 5**, we can observe the outcomes of the model feasibility test. The F-Count is recorded at 1.040 with a significance level of 0.013 (<0.05). This indicates that the model in use is appropriate or valid.

4.6 Test Coefficient of Determination (R²)

The determination coefficient is an analysis showing the extent to which Knowledge Sharing and the capability for organizational learning influence innovation performance.

Table 6. Determination Test Results

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.916 ^a	.839	.803	3.453

a. Predictors: (Constant), Organizational learning capability (X2), Knowledge Sharing (X1)

b. Dependent Variable: Innovation Performance (Y)

Source: Primary Data Processed, 2024

Table 6 shows the results of the coefficient of determination, with an acceptable R-squared cost of 0.839. This shows that 83.9% of the overall innovation performance is influenced by knowledge sharing and organizational learning capabilities, while the remaining 16.1% is influenced by various other variables not tested in the model.

5. CONCLUSIONS

Based on the results of the research conducted, it can be concluded that knowledge sharing and organizational learning capabilities have a positive and significant effect on innovation performance results. When

considered individually, knowledge sharing has a strong impact on innovation performance results with a coefficient value of 5,000. This shows that the more information exchanged, the better the innovation performance results. The organizational learning capability factor also significantly increases innovation performance with a coefficient value of 5,000. This shows that as the level of organizational learning capability increases, innovation performance results also increase. These two factors together explain up to 83.9% of the variance in innovation performance results, as indicated by the R-squared value of 0.839. This confirms that knowledge sharing and organizational learning capabilities make a positive and significant contribution to improving innovation performance results.

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