

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh *High-Involvement Human Resource Management Practices* (HI-HRMP), *Knowledge Reciprocity*, *Tacit Knowledge Sharing*, *Explicit Knowledge Sharing*, dan *Knowledge Quality* terhadap *Innovation Capability* pada perbankan Islam. Penelitian menggunakan pendekatan kuantitatif dengan pengumpulan data melalui kuesioner yang disebarakan kepada 245 karyawan perbankan Islam di Kota Lhokseumawe menggunakan teknik sampling jenuh. Analisis data dilakukan dengan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) menggunakan RStudio. Hasil penelitian menunjukkan bahwa HI-HRMP berpengaruh positif dan signifikan terhadap *Tacit Knowledge Sharing*, *Explicit Knowledge Sharing*, dan *Innovation Capability*. *Explicit Knowledge Sharing* berpengaruh negatif dan signifikan terhadap *Innovation Capability*. Sebaliknya, *Knowledge Reciprocity* tidak berpengaruh signifikan terhadap *Tacit Knowledge Sharing*, *Tacit Knowledge Sharing* tidak berpengaruh signifikan terhadap *Innovation Capability*, serta *Knowledge Quality* tidak berpengaruh signifikan terhadap *Innovation Capability*. Dari tujuh hipotesis yang diuji, empat hipotesis diterima dan tiga ditolak. Temuan ini menegaskan pentingnya penerapan HI-HRMP dalam meningkatkan kemampuan inovasi perbankan Islam, baik secara langsung maupun melalui peningkatan aktivitas *explicit knowledge sharing*.

Kata Kunci: HI-HRMP; *Knowledge Sharing*; *Knowledge Quality*; *Innovation Capability*; Perbankan Islam.

ABSTRACT

This study aims to examine the effects of High-Involvement Human Resource Management Practices (HI-HRMP), Knowledge Reciprocity, Tacit Knowledge Sharing, Explicit Knowledge Sharing, and Knowledge Quality on Innovation Capability in Islamic banking. A quantitative approach was employed, with data collected through questionnaires distributed to 245 employees of Islamic banks in Lhokseumawe City using a saturated sampling technique. Data were analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with RStudio. The results indicate that HI-HRMP has a positive and significant effect on Tacit Knowledge Sharing, Explicit Knowledge Sharing, and Innovation Capability. Explicit Knowledge Sharing has a negative and significant effect on Innovation Capability. In contrast, Knowledge Reciprocity does not have a significant effect on Tacit Knowledge Sharing, Tacit Knowledge Sharing does not significantly affect Innovation Capability, and Knowledge Quality does not significantly affect Innovation Capability. Of the seven hypotheses tested, four were supported and three were rejected. These findings highlight the important role of HI-HRMP in enhancing Innovation Capability in Islamic banking, both directly and through the improvement of explicit knowledge-sharing activities.

Keywords: *HI-HRMP; Knowledge Sharing; Knowledge Quality; Innovation Capability; Islamic Banking.*