

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi pengaruh talent management, knowledge sharing, dan servant leadership terhadap innovative work behavior pada Bank Syariah Indonesia Cabang Lhokseumawe. Data untuk penelitian ini dikumpulkan melalui metode survei menggunakan kuesioner sebagai instrumen pengumpulan data. Populasi dalam penelitian ini adalah 60 pegawai Bank Syariah Indonesia Cabang Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan analisis regresi linier berganda dengan menggunakan perangkat lunak SPSS (Statistical Package for the Social Sciences). Hasil penelitian menunjukkan bahwa talent management, knowledge sharing, dan servant leadership berpengaruh positif secara signifikan terhadap innovative work behavior pada Bank Syariah Indonesia Cabang Lhokseumawe. Temuan ini memberikan implikasi praktis bagi manajemen Bank Syariah Indonesia untuk lebih memperkuat dan mengoptimalkan strategi talent management, knowledge sharing, dan servant leadership. Dengan memberikan perhatian lebih pada ketiga variabel ini, perusahaan dapat menciptakan lingkungan kerja yang mendukung dan mendorong inovasi, yang pada gilirannya akan meningkatkan kinerja dan keunggulan kompetitif organisasi di pasar yang semakin kompleks dan dinamis. Penelitian ini juga memberikan kontribusi bagi penelitian ilmiah lebih lanjut dalam bidang manajemen sumber daya manusia, kepemimpinan, dan inovasi di lingkungan kerja yang unik, seperti sektor perbankan syariah.

Keyword: Talent management, knowledge sharing, dan servant leadership dan innovative work behavior

ABSTRACT

This research aims to investigate the influence of talent management, knowledge sharing, and servant leadership on innovative work behavior at Bank Syariah Indonesia, Lhokseumawe Branch. Data for this study was collected through a survey method using a questionnaire as the data collection instrument. The population for this research consisted of 60 employees of Bank Syariah Indonesia, Lhokseumawe Branch. The research adopted a quantitative approach with multiple linear regression analysis using the SPSS (Statistical Package for the Social Sciences) software. The results of the study revealed that talent management, knowledge sharing, and servant leadership have a significant positive influence on innovative work behavior at Bank Syariah Indonesia, Lhokseumawe Branch. The effective management of talents, sharing of knowledge, and the implementation of servant leadership in the organization collectively contribute to motivating employees to be more innovative in their work behavior. These findings provide practical implications for the management of Bank Syariah Indonesia to strengthen and optimize the strategies related to talent management, knowledge sharing, and servant leadership. By placing more emphasis on these three variables, the organization can create a work environment that fosters and encourages innovation, ultimately enhancing performance and competitive advantage in an increasingly complex and dynamic market. Moreover, this research also contributes to further scholarly research in the fields of human resource management, leadership, and innovation within unique work environments, such as the Islamic banking sector.

Keywords: *Talent management, knowledge sharing, servant leadership, innovative work behavior.*

