

The Role of Knowledge Sharing and Self Efficacy: Impact of Empowering Leader Behavior on Individual Performance

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Abstract

This study examines two mediator variables between empowering leader behavior to individual performance. Knowledge sharing as a process interaction among individuals and self efficacy as a emergent state. One hundred and three participants' non paramedic employees of Hopital involved in this study. Partial least square technique was used to test hypothesized relationships. Result showed that empowering leader behavior was positively related to self efficacy, in turn, positively related to individual performance. Suprisingly, empowering leader behavior was not significant to knowledge sharing, in hence was not significant related to individual performance. It is may caused underlying factors as contingent factors (i.e. trust and culture) and contextual factors (i.e. organizational factors) that not supported knowledge sharing process to organization

Keywords: Empowering Leader Behavior, Knowledge Sharing, Self Efficacy, Individual Performance

Background

Turbulent environment increases and rapid changes in technology push manager to realize that their behavior would be influencing subordinates's performance. Although numerous study have been investigated the effect leader behavior on performance, such as transfomational leadership with variety result, but lack of attention towards empowering leadership (Zhang & Bartol, 2010). Empowering leadership research have been explored on two main perspectives. The first perspective is on the actions of leaders, especially in the sharing of power or give responsibility and autonomy to the worker. The second perspective on empowerment worker to discuss the response by looking at their motivations (Srivastava, 2006).

The mechanism of influence between behavior empower leaders with the team performance is affected by the alleged several factors. However, studies investigating factors is still a bit done. According to Ford and Fotler in Hartman (2004) empowerment requires management to share information and knowledge that allows workers to contribute to improve organizational performance. In addition, Gist and Mitchell's research (1992) also found that subordinate competence will increase if leaders facilitate acces to information needed by subordinates.

In addition to providing acces to information or knowledge, other factors also play a role in empowering leader behavior influence on performance is self efficacy. Increased efficacy may occur because leaders provide their subordinates the opportunity to expand knowledge them, learn from other, and acquire new skills (Srivastva *et al.*, 2006). Improved