

The Influence of Self-Efficacy and Knowledge Sharing on Employee Engagement with Psychological Empowerment as a Moderating Variable (A Case Study at PT Veneta Indonesia)

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Abstract

This research aims to determine the relationship of Self-efficacy and Knowledge Sharing on Employee Engagement with Psychological Empowerment as a moderating variable at PT Veneta Indonesia. The research method used is a quantitative approach with sampling techniques using purposive sampling. The number of respondents was 100 people selected based on specific criteria. Data collection techniques were conducted by distributing questionnaires online, and the responses were gathered from PT Veneta Indonesia employees. The data analysis technique used is descriptive and inferential analysis, which is processed using SmartPLS 4.0. Tests include convergent validity test, discriminant validity test, reliability test, determination coefficient test (R^2), predictive relevance test (Q^2), and partial hypothesis testing or T-test. Based on the test results obtained: (1) Self-efficacy has a positive and significant effect on Employee Engagement, (2) Knowledge Sharing does not have a significant effect on Employee Engagement, (3) Psychological Empowerment moderates the effect of Self-efficacy on Employee Engagement positively and significantly, (4) Psychological Empowerment moderates the effect of Knowledge Sharing on Employee Engagement positively and significantly.

Keywords: *Self-Efficacy, Knowledge Sharing, Employee Engagement, Psychological Empowerment*

**Pengaruh *Self-Efficacy* dan *Knowledge Sharing* terhadap *Employee Engagement* dengan *Psychological Empowerment* sebagai Variabel Moderasi
(Studi Kasus pada PT Veneta Indonesia)**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *Self-efficacy* dan *Knowledge Sharing* terhadap *Employee Engagement* dengan *Psychological Empowerment* sebagai variabel moderasi pada PT Veneta Indonesia. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan teknik pengambilan sampel menggunakan *purposive sampling*. Jumlah responden sebanyak 100 orang yang dipilih berdasarkan kriteria tertentu. Teknik pengumpulan data dilakukan dengan menyebarkan kuesioner secara online dan mengumpulkan jawaban dari karyawan PT Veneta Indonesia. Teknik analisis data yang digunakan adalah analisis deskriptif dan inferensial yang diolah menggunakan SmartPLS 4.0. Pengujian meliputi uji validitas konvergen, uji validitas diskriminan, uji reliabilitas, uji koefisien determinasi (R^2), uji *predictive relevance* (Q^2), dan uji hipotesis secara parsial atau uji-T. Berdasarkan hasil pengujian didapatkan: (1) *Self-Efficacy* berpengaruh positif dan signifikan terhadap *Employee Engagement*, (2) *Knowledge Sharing* tidak berpengaruh signifikan terhadap *Employee Engagement*, (3) *Psychological Empowerment* memoderasi pengaruh *Self-Efficacy* terhadap *Employee Engagement* secara positif dan signifikan, (4) *Psychological Empowerment* memoderasi pengaruh *Knowledge Sharing* terhadap *Employee Engagement* secara positif dan signifikan.

Kata kunci: *Self-Efficacy*, *Knowledge Sharing*, *Employee Engagement*, *Psychological Empowerment*