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**THE EFFECT OF ISLAMIC WORK ETHIC
AND KNOWLEDGE SHARING TO
INNOVATION CAPABILITY MEDIATED BY
ORGANIZATIONAL CITIZENSHIP
BEHAVIOUR (OCB) AT PT PERTAMINA
PERSERO REVINERY UNIT V
BALIKPAPAN**

Abstract: *The purpose of this study is to investigate the effect of islamic work ethic and knowledge sharing to innovation capability mediated by organizational citizenship behaviour (OCB) at PT. Pertamina (Persero) Revinery Unit V Balikpapan. This research uses quantitative research method, the data used in this study were collected from 50 employees and interviews with 2 respondents who are employees at PT. Pertamina (Persero) Revinery Unit V Balikpapan. This study was using SmartPLS 3.0 version to test the hypothesis with SEM (structural Equation Modeling) analysis method. The results of this study indicate that islamic work ethic has a positive and significant effect on organizational citizenship behaviour (OCB) and innovation capability, knowledge sharing has a positive and significant effect on organizational citizenship behaviour (OCB) and innovation capability, organizational citizenship behaviour (OCB) does not have positive and significant effect on innovation capability, organizational citizenship behaviour (OCB) does not mediated the relationship between islamic work ethic and innovation capability, organizational citizenship behaviour (OCB) does not mediated the relationship between knowledge sharing and innovation capability.*

Keywords: *Islamic Work Ethic, Knowledge Sharing, Innovation Capability, Organizational Citizenship Behaviour (OCB)*

1. Introduction

Islamic Work Ethic (IWE) is a set of values or beliefs in the Quran and Sunnah which related to work. Islamic Work Ethic gives a good influence on a person's behavior on his job because it can provide a stimulus for positive work attitudes (Wuryanti and Sulistya, 2017). According to Kumar and

Rose (2010), IWE emphasizes cooperation in doing work. IWE concentrates on work, which implies that work is the main thing in human needs and the need for balancing individual and social life of a person (Ali, 1992). IWE is important because it does not only give benefit to someone who obeys the principle but also it has an effect on the work

environment as well. IWE sees work as a means for economic, social and psychological self-interest, to maintain social status, to promote social welfare and reaffirm faith. This concept comes from Quran and the practices from the Prophet Muhammad SAW. The centrality of work and actions in Islamic thought is briefly discussed in the Quran (Ali and Owaihan, 2008).

Nowadays, knowledge is one of the key factors for companies to maintain competitive advantages, especially in companies that need a lot of knowledge (Liao, 2006). Bartol and Srivastava (2002) explain “knowledge sharing” as individuals who share relevant information about the organization, ideas, suggestions, and expertise to others. Knowledge sharing will generate new knowledge (Hoof and Ridder, 2004 in Tung, 2018). Factors that can determine the success of knowledge sharing activities depend on the number and quality of interactions between employees, willingness and ability to use knowledge (Lagerstromand and Andersson, 2003). Innovation is important for the company. Liao et al. (2007) describe innovation with the term of changing in something that is company offered in the form of product or service innovation and how to make it (process innovation). Innovation capability is the ability to continue transforming the knowledge and ideas into new products, processes, and systems on behalf of the company and its stakeholders (Lawson and Samson, 2001). In addition, Innovation capability also shows the level of confidence that the public sector actually produces new or useful ideas to increase the public service provision or the creation of new products (Lee and Choi, 2003).

Improving performance is the goal of an organization in order to become a competitive organization. Organizational citizenship behavior (OCB) is the important thing in creating a good performance for organizations in order to achieve competitive

advantage. OCB is a sense of belonging to the company and it is responsible for improving and maintaining the performance of the organization through positive actions outside the formal role as employees (Wuryanti and Sulistya, 2017). OCB is associated with additional roles as voluntary behavior that individuals follow because of their own choice, which is far from the official incentive system of the organization. Organizations want and need employees who are willing to do tasks that are not listed in their job descriptions, the fact shows that organizations that have such employees have better performance than other organizations (Robbins and Judges, 2008). Based on the results of the company sustainability report in 2017, it shows that PT. Pertamina (Persero) Refinery Unit V Balikpapan applies 6c (clean, competitive, capable, confident, customer focused, commercial) and JTA (honest, sincere, credible) corporate values which is appropriate with Islamic work ethic concept. Beside that, PT. Pertamina (Persero) Refinery Unit V Balikpapan also applies knowledge sharing and innovation policies. Therefore, researchers want to examine further whether Islamic work ethic practices and knowledge sharing will affect the Innovation capability at PT. Pertamina (Persero) Refinery Unit V Balikpapan and whether organizational citizenship behavior (OCB) can moderate Islamic work ethic practices and knowledge sharing on innovation capability.

2. Literatur Review

2.1. Islamic work ethic and Organizational citizenship behaviour (OCB)

According to Kumar and Rose (2010) IWE emphasizes cooperation in doing work. IWE concentrates on work, which implies that work is the main thing in human needs and the need for balancing individual and social life of a person (Ali, 1992). Ethics is a

condition in which we respect and well behave, which is also called *haya* in Islamic terminology (Jalil et al. 2010). Islamic Work Ethic (IWE) is a set of values or beliefs in the Quran and Sunnah related to work. Islamic work ethic gives a good influence on a person's behavior on his job because it can provide a stimulus for positive work attitudes (Wuryanti and Sulistya, 2017). OCB is called an extra role behavior because the behavior that is given by employees exceeds their main duties, employees voluntarily do a job outside their job description and there is no official incentive from the organization. As stated by (Niehoff and Moorman, 1993) that OCB is associated with additional roles as voluntary behaviors that individuals follow because of their own choice, which is far from the official incentive system of the organization. OCB is a sense of belonging to the company and is responsible for improving and maintaining the performance of the organization through positive actions outside the formal role as employees (Wuryanti and Sulistya, 2017). According to (Podsakoff et al., 2000) OCB has the effect of increasing organizational effectiveness, such as Increasing coworker productivity, increasing manager productivity, Saving resources for more productive goals, Helping to coordinate activities both within and across workgroups, Strengthening organizational capabilities to attract and retain the best employees, Improving the stability of organizational performance and Enable companies to adapt to a changing environment. Organizations want and need employees who are willing to perform tasks that are not listed in their job descriptions, the fact shows that organizations that have such employees have performed better than other organizations (Robbins and Judge, 2008). The research conducted by Tufail et al. (2017) shows that IWE has a positive and significant effect on OCB. The research conducted by Murtaza et al. (2014) shows that IWE has a positive and significant effect

on OCB, the result shows that individual who have high IWE tend to demonstrate more about organizational citizenship behavior, as well as the research conducted by Ramalu and Rashid (2016) that shows a significant relationship between IWE and OCB. This indicates that individuals with high IWE tend to demonstrate higher OCB.

H1 : *Islamic work ethic (IWE) has positive and significant effect on organizational citizenship behaviour (OCB).*

2.2. Islamic work ethic and innovation capability

The Prophet Muhammad blessed work and raised the positive value of work. The Prophet Muhammad said: "Whoever feels exhausted at night because of the skill of his two hands during the day, then on that night he is forgiven by Allah" (HR Ahmad). IWE concentrates on work, which implies that work is the main thing in human needs and the need for balancing individual and social life of a person (Ali, 1992). Rasulullah SAW said: "Truly, Allah loves one of you who does a good job (perseverance)." (Al Baihaqi). Therefore, Muslims are commanded to always do good work. In working, ethics is one of the things that must always be included. The workers must be able to improve the ultimate goal of work, which is not just looking for wages and rewards, but the main purpose is to get the pleasure of Allah SWT while at the same time giving worship to the people. Because, work ethics accompanied by piety is Islamic guidance. An ethic of good work is one that demands good attitudes, honesty and trustworthiness, the suitability of wages and not allowed to cheat, seize, ignore things and arbitrary. Workers always have to improve their muamalah and develop work ethics so that it can become a principled tradition on religion (Al-Khayyath, 1994). Innovation capability is the ability to continue transforming the knowledge and ideas into

new products, processes and systems on behalf of the company and its stakeholders (Lawson and Samson, 2001). In addition, Innovation capability also shows the level of confidence that the public sector actually produces new or useful ideas for increasing public service provision or the creation of new products (Lee and Choi, 2003). The research conducted by Awan and Akram (2011) shows that there is a positive relationship between Islamic Work Ethics and Innovation Capability. The research conducted by Kumar and Rose (2010) Showing empirical results that IWE is highly adaptable in the public sector and has a positive relationship on innovation capability. as well as the research conducted by Yasil et al. (2012) shows the positive relationship between IWE and firm innovation.

H2 : *Islamic work ethic (IWE) has positive and significant effect on innovation capability*

2.3. Knowledge sharing and organizational citizenship behaviour (OCB)

Knowledge sharing activities will create a feeling of happiness because it can share and help coworkers who need help, as explained by Razak et al., (2016) in the context of knowledge sharing, the pleasure of sharing what individuals have to others provides happiness and pleasure while solving problems, making decisions and improving their work performance at work. In organizations, knowledge sharing must be carried out by all individuals in the organization. Knowledge sharing can be done by fellow individuals in organizations, individuals with department heads and so on (Tung, 2018). Niehoff and Moorman (1993) explain that OCB is related to additional roles as voluntary behavior that individuals follow because of their own choice, which is far from the official incentive system of the

organization. Organizations that have such employees have better performance than other organizations (Robbins and Judges, 2008). OCB makes employees have a sense of belonging to the company and responsible for improving and maintaining organizational performance through positive actions outside the formal role as employees (Wuryanti and Sulistya, 2017) that are intended to improve performance, efficiency and effectiveness (Febles, 2005 in Wuryanti and Sulistya 2017). The research result of Chang *et al.*, (2015) shows that knowledge sharing (KS) has positive relationship on OCB, the research conducted by Lin and Hsiao (2014) shows that knowledge sharing has positive relationship on OCB, as well as the research conducted by Akturan et al., (2015) shows that knowledge sharing has positive relationship on all of the OCB dimensions except civic virtue.

H3 : *Knowledge sharing has positive and significant effect on organizational citizenship behaviour (OCB)*

2.4. Knowledge sharing and Innovation Capability

According to Tung (2018), knowledge is seen as a commodity or intellectual asset owned by an organization. Knowledge is part of the commodity so that it can provide a definition of the nature and characteristics of the knowledge used. Performance in various parts of the organization can increase when people convey information, effective practices, insights, experiences, preferences, lessons learned, and common and uncommon understandings (Liao et al., 2007). The ability of innovation is the ability to continue to transform knowledge and ideas into new products, processes, and systems for the benefit of the company and its stakeholders (Lawson and Samson, 2001). In addition, Innovation capability can show the level of confidence that the public sector actually produces new ideas or is useful for

increasing public service provision or the creation of new products (Lee and Choi, 2003 in Kumar and Rose 2010). The research result of Liao (2006) shows that knowledge sharing behaviour has positive relationship on firm innovation. The research conducted by Kumar dan Rose (2012) shows that knowledge sharing capability (KSC) has positive relationship on innovation capability.

H4 : *Knowledge sharing has positive and significant effect on Innovation Capability*

2.5. Organizational citizenship behavior (OCB) and innovation capability

OCB is referred to as extra role behavior because employees exceed their main duties, employees do a job outside of their job description voluntarily and no official incentive from the organization. As stated by (Niehoff and Moorman, 1993) that OCB is associated with additional roles as voluntary behaviors that individuals follow for their own choice, which is far from the official incentive system of the organization. OCB is a sense of belonging to the company and is responsible for improving and maintaining the performance of the organization through positive actions outside of the formal role as employees (Wuryanti and Sulistya, 2017). The ability of innovation is the ability to continue to transform knowledge and ideas into new products, processes, and systems for the benefit of the company and its stakeholders (Lawson and Samson, 2001). In addition, Innovation capability also shows the level of confidence that the public sector actually produces new ideas or is useful for increasing public service provision or the creation of new products (Lee and Choi, 2003). The research result of Wuryanti and Sulistya (2017), shows the significant effect between OCB and innovation Capability. The research conducted by Yan and Yan (2013) shows that there is a positive relationship between Helping and Civic

virtue which is a dimension of Organizational citizenship behavior towards innovation. However, sportsmanship which is one dimension of Organizational citizenship behavior does not have a significant relationship with innovation.

H5 : *Organizational citizenship behavior (OCB) has positive and significant effect on Innovation Capability*

2.6. Islamic work ethic and innovation capability mediated by Organizational citizenship behavior (OCB)

IWE concentrates on work, which implies that work is the main thing in human needs and the need to build a balance of individual and social life of a person (Ali, 1992). Rasulullah SAW said: "Verily Allah loves one of you who does a good job (perseverance)." (Al Baihaqi). Therefore, Muslims are instructed to always do good work. In working, ethics is one of the things that must always be included. The workers should be able to improve the final goal of the work that has been done, which is not just looking for wages and rewards, but the main goal is to get the pleasure of Allah SWT and to serve the people (Al-Khayyath, 1994). Current innovations describe competitive advantage. Supported by the main capabilities that are strong in quality, efficiency, speed, and flexibility. Innovation helps companies play a dominant role and high-performing innovators are able to maintain *giant juggling act of capabilities* and consistently make high-quality products enter the market faster and at lower costs than competitors (Lawson and Samson, 2001). OCB is a sense of belonging to the company and is responsible for improving and maintaining organizational performance through positive actions outside of the formal role as employees (Wuryanti and Sulistya, 2017). Research from Cloud and Akram (2011), shows that there is a positive relationship between Islamic Work Ethics

and Innovation Capability. The research conducted by Kumar and Rose (2010) Showing empirical results that IWE is highly adaptable in the public sector and has a positive relationship on innovation capability. as well as the research conducted by Ramalu and Rashid (2016) that shows a significant relationship between IWE and OCB. This indicates that individuals with high IWE tend to demonstrate higher OCB.

H6 : *There is positive and significant effect between Islamic work ethic and innovation capability mediated by organizational citizenship behavior (OCB)*

2.7. knowledge sharing and Innovation capability mediated by Organizational citizenship behavior (OCB)

Knowledge sharing is defined as exchange practices and disseminating ideas, experiences, and knowledge with others to ensure that knowledge continues and maintained in the business (Razak *et al.* 2016). *Knowledge sharing* activities depend on interactions and communication between individuals and business units (Liao, 2006). Factors that can determine the success of *knowledge sharing* activities depend on the number and quality of interactions between employees, willingness and ability to use knowledge (Lagerstromand and Andersson, 2003) OCB also referred to as extra role behavior because behavior given by employees exceeds their main duties and beyond their job descriptions voluntarily and there is no official incentive from the organization. The ability of innovation is the ability to continue to change the knowledge and ideas into new products, processes, and systems for the benefit of the company and its stakeholders (Lawson and Samson, 2001). *Innovation capability* can show the level of confidence that the public sector actually produces new ideas or is useful for increasing public service provision or the

creation of new products (Lee and Choi, 2003 in Kumar and Rose 2010). The research result of Liao (2006) shows that knowledge sharing behaviour has positive relationship on firm innovation. The research conducted by Kumar dan Rose (2012) shows that knowledge sharing capability (KSC) has positive relationship on innovation capability. As well as the research conducted by Chang *et al.*, (2015) shows that knowledge sharing (KS) has positive relationship on OCB.

H7 : *There is positive and significant effect between knowledge sharing and innovation capability mediated by organizational citizenship behavior (OCB)*

3. Research Method

This study uses quantitative research method. This research is a census research, questionnaires were distributed to 97 muslim employees in the oil movement section at PT. Pertamina (Persero) Revinery Unit V Balikpapan, but the questionnaires that fulfilled the requirements were only 50 questionnaires. 2 respondents who are employees at PT. Pertamina (Persero) Revinery Unit V Balikpapan were interviewed to get depth analysis. The analytical test tool is SmartPLS 3.0 version to test the hypothesis with SEM (structural Equation Modeling) analysis method.

4. Measurement

A seven-point Likert scale (1 = disagree, 7 = very strongly agree) was used to measure the constructs. Islamic work ethic was measured by 17 items referenced from Ali (1992). Knowledge sharing were measured by 5 items for knowledge collecting and 5 items for knowledge donating referenced form Hoof and Weenen (2004). Organizational citizenship behaviour (OCB) were measured by 5 items for Conscientiousness, 5 items for Sportsmanship, 4 items for Civic Virtue, 5

items for Courtesy and 5 items for Altruism referenced by Podsakoff *et al.* (1990). Innovation capability was measured by 6 items for product innovation, 5 items for process innovation and 7 items for management innovation referenced by Tasi *et al.* (2001).

Table 1. Innovation capability

Respondents' Characteristics	Amount	Percentage
Sex		
Male	47	94 %
Female	3	6 %
Age		
< 20	10	20 %
21 – 30	12	24 %
31 – 40	10	20 %
41 – 50	9	18 %
> 50	9	18 %
Educational Degree		
Senior High School	25	50 %
D3	12	24 %
S1	11	22 %
S2	2	4 %
S3	0	0 %
Work Length		
< 10 year	27	54 %
11 – 15 year	6	12 %
16 – 20 year	3	6 %
21 – 25 year	3	6 %
26 – 30 year	6	12 %
> 30 year	5	10 %
TOTAL	50	100 %

5. Result

5.1. Descriptive data

Table 1. Respondents' Characteristics

Based on the Table 1. above, the number of male respondents (47- 94%) higher than the number of female respondents (3 – 6%), the majority of them aged between 21 – 30 (12 – 24%), In terms of education level, mostly respondents graduated from senior high

school (25 – 50%). The majority of work length under 10 year (54%).

5.2. Convergent Validity

Convergent validity is a measurement model which describe correlation between construct and latent variable. The result of analysis in this step was outer loading score of each indicator, loading factor scores of each indicator were valid if more than 0.7. However, for initial research on the development of a scale, 0.5 - 0.6 is considered sufficient (Ghozali and Latan, 2015).

Table 2. Loading factor scores of Islamic work ethic construct

Construct	Item Code	Loading Factor
Islamic Work Ethic (IWE)	IWE1	0.703
	IWE2	0.648
	IWE3	0.634
	IWE4	0.685
	IWE5	0.759
	IWE6	0.697
	IWE7	0.659
	IWE8	0.553
	IWE9	0.426
	IWE10	0.575
	IWE11	0.633
	IWE12	0.673
	IWE13	0.648
	IWE14	0.745
	IWE15	0.675
	IWE16	0.625
	IWE17	0.689

Based on the Table 2. above, loading factor scores of IWE8, IWE9 and IWE10 were under 0.6, then it must be removed from the model.

Table 3. Loading factor scores of knowledge sharing construct

Construct	Item Code	Loading Factor
Knowledge Collecting	KC1	0.799
	KC2	0.772
	KC3	0.862
	KC4	0.749
	KC5	0.841

Construct	Item Code	Loading Factor
<i>Knowledge Donating</i>	KD1	0.883
	KD2	0.835
	KD3	0.879
	KD4	0.810
	KD5	0.674

Based on the Table 3. above, all of knowledge sharing indicators were valid because the loading factor were more than 0.6

Table 4. Loading factor scores of organizational citizenship behaviour (OCB) construct

Construct	Item Code	Loading Factor
Conscientiousness	CON1	0.628
	CON2	0.477
	CON3	0.728
	CON4	0.622
	CON5	0.542
Sportsmanship	SP1R	0.221
	SP2R	0.186
	SP3R	0.308
	SP4R	0.272
	SP5R	0.636
Civic Virtue	CI1	0.315
	CI2	0.402
	CI3	0.609
	CI4	0.747
Courtesy	COU1	0.631
	COU2	0.521
	COU3	0.738
	COU4	0.760
	COU5	0.783
Altruism	AL1	0.406
	AL2	0.555
	AL3	0.620
	AL4	0.697
	AL5	0.692

Based on the Table 4. above, loading factor scores of CON2, CON5, SP1R, SP2R, SP3R, SP4R, CI1, CI2, COU2, AL1 and AL2 were under 0.6, then it must be removed from the model.

Table 5. Loading factor scores of innovation capability construct

Construct	Item Code	Loading Factor
Product Innovation	PROD1	0.750
	PROD2	0.688
	PROD3	0.649
	PROD4	0.914
	PROD5	0.785
	PROD6	0.743
Process Innovation	PROC1	0.441
	PROC2	0.797
	PROC3	0.884
	PROC4	0.901
	PROC5	0.553
Management Innovation	MAI1	0.518
	MAI2	0.601
	MAI3	0.816
	MAI4	0.809
	MAI5	0.746
	MAI6	0.693
	MAI7	0.816

Based on the Table 5. above, loading factor scores of PROC1, PROC5 and MAI1 were under 0.6, then it must be removed from the model.

Table 6. Loading factor scores for all construct after indicator test

Construct	Item Code	Loading Factor	
Islamic Work Ethic (IWE)	IWE1	0.703	
	IWE2	0.648	
	IWE3	0.634	
	IWE4	0.685	
	IWE5	0.759	
	IWE6	0.697	
	IWE7	0.659	
	IWE11	0.633	
	IWE12	0.673	
	IWE13	0.648	
	IWE14	0.745	
	IWE15	0.675	
	IWE16	0.625	
	IWE17	0.689	
	Knowledge Sharing	KC1	0.799
		KC2	0.772
		KC3	0.862
KC4		0.749	
KC5		0.841	

Construct	Item Code	Loading Factor	Construct	Item Code	Loading Factor
	KD1	0.883		PROC4	0.901
	KD2	0.835		MAI2	0.601
	KD3	0.879		MAI3	0.816
	KD4	0.810		MAI4	0.809
	KD5	0.674		MAI5	0.746
Organizational Citizenship Behaviour (OCB)	CON1	0.628		MAI6	0.693
	CON3	0.728		MAI7	0.816
	CON4	0.622			
	SP5R	0.636			
	CI3	0.609			
	CI4	0.747			
	COU1	0.631			
	COU3	0.738			
	COU4	0.760			
	COU5	0.783			
Innovation Capability	AL3	0.620			
	AL4	0.697			
	AL5	0.692			
	PROD1	0.750			
	PROD2	0.688			
	PROD3	0.649			
	PROD4	0.914			
	PROD5	0.785			
	PROD6	0.743			
	PROC2	0.797			
	PROC3	0.884			

Table 5. above shows all loading factor scores from all indicators that have been tested. All of loading factor scores are more than 0.6 and can be continued for further testing because all of the construct are valid.

5.3. Discriminant Validity

Discriminant Validity is used to test the validity of a model. Discriminant Validity is seen through the cross loading scores which shows the correlation between constructs and indicators and indicators of other constructs. The standard value for cross loading should be more than 0.7 or by comparing the square root value of average variance extracted (AVE) of each construct with a correlation between the construct and other constructs in the model.

Table 7. The cross loading

Item	IWE	KS	OCB	IC
IWE1	0,739	0,452	0,537	0,450
IWE11	0,582	0,368	0,294	0,563
IWE12	0,688	0,590	0,470	0,506
IWE13	0,618	0,283	0,290	0,309
IWE14	0,723	0,521	0,432	0,550
IWE15	0,633	0,480	0,486	0,466
IWE16	0,580	0,330	0,397	0,257
IWE17	0,712	0,649	0,543	0,527
IWE2	0,685	0,499	0,415	0,450
IWE3	0,679	0,421	0,456	0,372
IWE4	0,686	0,404	0,530	0,692
IWE5	0,783	0,394	0,535	0,481
IWE6	0,740	0,469	0,533	0,345
IWE7	0,677	0,312	0,484	0,331
KC1	0,555	0,800	0,754	0,625
KC2	0,578	0,770	0,445	0,540
KC3	0,511	0,862	0,664	0,619
KC4	0,556	0,748	0,430	0,487
KC5	0,563	0,840	0,678	0,496
KD1	0,504	0,883	0,579	0,561

Item	IWE	KS	OCB	IC
KD2	0,588	0,835	0,642	0,652
KD3	0,561	0,879	0,590	0,624
KD4	0,533	0,810	0,643	0,603
KD5	0,391	0,674	0,419	0,680
AL3	0,429	0,365	0,638	0,436
AL4	0,542	0,643	0,700	0,393
AL5	0,500	0,641	0,720	0,413
CI3	0,355	0,542	0,632	0,490
CI4	0,442	0,616	0,763	0,641
CON1	0,407	0,414	0,613	0,466
CON3	0,522	0,468	0,752	0,417
CON4	0,411	0,332	0,603	0,550
COU1	0,433	0,349	0,650	0,406
COU3	0,540	0,434	0,739	0,374
COU4	0,511	0,517	0,777	0,462
COU5	0,595	0,676	0,809	0,446
SP5R	0,485	0,569	0,645	0,308
MAI2	0,403	0,330	0,294	0,561
MAI3	0,491	0,484	0,460	0,817
MAI4	0,608	0,496	0,488	0,816
MAI5	0,549	0,501	0,501	0,743
MAI6	0,434	0,388	0,404	0,693
MAI7	0,638	0,531	0,561	0,823
PROC2	0,487	0,707	0,544	0,796
PROC3	0,604	0,693	0,574	0,894
PROC4	0,633	0,739	0,560	0,907
PROD1	0,472	0,602	0,576	0,768
PROD2	0,460	0,643	0,500	0,693
PROD3	0,400	0,378	0,285	0,628
PROD4	0,603	0,668	0,594	0,924
PROD5	0,590	0,516	0,490	0,796
PROD6	0,531	0,717	0,626	0,768

Table 8. Value of Cronbach's Alpha and Composite Reliability

Variabel	Cronbach's Alpha	rho_A	Composite Reliability
AL	0,872	0,876	0,921
CI	0,814	0,835	0,914
CON	0,771	0,782	0,867
COU	0,910	0,918	0,937
Innovation Capability (IC)	0,953	0,958	0,959
Islamic Work Ethic (IWE)	0,911	0,916	0,924
KC	0,915	0,917	0,936
KD	0,919	0,928	0,940
Knowledge Sharing (KS)	0,942	0,945	0,951
MAI	0,884	0,893	0,912
Organizational Citizenship Behaviour (OCB)	0,911	0,915	0,925
PROD	0,891	0,903	0,918
PROUC	0,919	0,924	0,949
SP	1,000	1,000	1,000

From the table above, it can be seen that the value of all variables in reliability testing using Cronbach's Alpha or Composite Reliability is more than 0.7 Therefore, it can

be concluded that the variables tested are valid and also reliable, so they can be continued to test the structural model.

5.4. Second order confirmatory analysis

Table 9. Path Coefficient of SCFA significance

Konstruk	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
AL -> OCB	0,282	0,282	0,032	8,775	0,000
CI -> OCB	0,217	0,213	0,024	9,092	0,000
CON -> OCB	0,272	0,267	0,027	10,035	0,000
COU -> OCB	0,404	0,401	0,039	10,366	0,000
KC -> KS	0,516	0,507	0,033	15,650	0,000
KD -> KS	0,550	0,560	0,038	14,486	0,000
MAI -> IC	0,389	0,391	0,031	12,451	0,000
PROD -> IC	0,406	0,403	0,025	16,121	0,000
PROUC -> IC	0,263	0,261	0,014	18,355	0,000
SP -> OCB	0,094	0,096	0,014	6,942	0,000

Based on the path coefficient results in the table above, it shows that all items are significant to the construct with t-statistics >1.96 and p values < 0.05. AL, CI, CON, COU and SP indicators are manifest variables that form the construct of Organizational Citizenship Behavior (OCB),

KC and KD indicators are manifest variables that form the construct of knowledge sharing (KS), then the PROD, PROUC and MAI indicators are proven manifest variables forming constructs innovation capability (IC).

5.5. Hypothesis testing

Table 10. Path coefficient

Construct	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
IWE -> IC	0,310	0,333	0,125	2,484	0,013*
IWE -> OCB	0,342	0,349	0,125	2,737	0,006*
KS -> IC	0,468	0,469	0,157	2,986	0,003*
KS -> OCB	0,516	0,528	0,129	3,994	0,000*
OCB -> IC	0,092	0,082	0,166	0,553	0,581

Note = * significant < 0,05

Based on the table above it can be seen that the construct of Islamic Work Ethic (IWE) has a positive and significant effect ($O = 0,342$) on the construct of organizational citizenship behavior (OCB). The t-statistic value in this construct relationship is $2,737 > 1,96$, and the p-value $0,006 < 0,05$. Therefore, the hypothesis 1 which states that Islamic Work Ethic (IWE) has a significant and positive effect on organizational citizenship behavior (OCB) **is accepted**.

The construct of islamic work ethic (IWE) has a positive and significant effect ($O = 0,188$) on the construct of innovation capability. The t-statistic value in this construct relationship is $2,484 > 1,96$, and the p-value $0,013 < 0,05$. Therefore, the hypothesis 2 which states that islamic work ethic (IWE) has a significant and positive effect on innovation capability **is accepted**.

The construct of knowledge sharing has a positive and significant effect on the construct of organizational citizenship behaviour (OCB). The t-statistic value in this construct relationship is $3,994 > 1,96$ and the

p-value $0,000 < 0,05$. Therefore, the hypothesis 3 which states that knowledge sharing has a significant and positive effect on organizational citizenship behavior (OCB) **is accepted**.

The construct of knowledge sharing has a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $2,986 > 1,96$ and the p-value $0,003 < 0,05$. Therefore, the hypothesis 4 which states that knowledge sharing has a significant and positive effect on innovation capability **is accepted**.

The construct of organizational citizenship behavior (OCB) doesn't have a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $0,553 < 1,96$ and the p-value $0,581 > 0,05$. Therefore, the hypothesis 5 which states that organizational citizenship behavior (OCB) has a significant and positive effect on innovation capability **is rejected**.

5.6. Mediation Effect Testing

1. First Stage

The first stage in testing of mediation effect is to examine the effect of

independent variables on dependent variables and must be significant in the t-statistic $> 1,96$.

Table 11. Path coefficient

Konstruk	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
IWE -> IC	0,367	0,402	0,106	3,444*	0,001
KS -> IC	0,503	0,493	0,122	4,141*	0,000

Note = * T – statistic $> 1,96$

Islamic work ethics (IWE) has a positive and significant effect on innovation ability (IC), with t-statistic value $3,444 > 1,96$. and knowledge sharing (KS) has a positive and significant influence on innovation

capability (IC). with t-statistic value $4,141 > 1,96$. Therefore, the first requirement for testing mediation effect is fulfilled, and can be continued in the second stage.

Table 12. Path coefficient

Konstruk	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
IWE -> OCB	0,343	0,366	0,123	2,796	0,005
KS -> OCB	0,531	0,530	0,124	4,290	0,000

Note = * T – statistic > 1,96

Based on the table above, islamic work ethics (IWE) has a positive and significant effect on organizational citizenship behavior (OCB), with t-statistic value 2,796 > 1,96. Knowledge sharing has a positive and significant effect on organizational citizenship behavior (OCB), with with t-

2. Third Stage

Table 13. Total effect

Konstruk	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
IWE -> IC	0,310	0,331	0,136	2,283	0,023
IWE -> OCB	0,342	0,355	0,120	2,842	0,005
KS -> IC	0,468	0,471	0,159	2,947	0,003
KS -> OCB	0,516	0,521	0,120	4,314	0,000
OCB -> IC	0,092	0,084	0,167	0,550	0,582

Note = * T – statistic > 1,96

From the table 12. above, shows that islamic work ethic has a positive and significant effect (O = 0,310) on innovation capability, with t-statistic 2,283 > 1,96. Islamic work ethic has a positive and significant effect (O = 0,342) on organizational citizenship behavior (OCB), with t-statistic 2,842 > 1,96. Organizational citizenship behavior (OCB) does not have positive and significant effect (O = 0,092) on innovation capability, with t-statistic 0,550 < 1,96. Therefore, the hypothesis 6 which states that Organizational Citizenship Behavior (OCB) will mediate the relationship between the Islamic Work Ethics (IWE) and innovation ability (IC) **is rejected**.

The last test of mediation effects is testing

statistic value 4,290 > 1,96. Therefore, the second requirement for testing mediation effect is fulfilled, and can be continued in the third stage.

the effect of knowledge sharing (KS) on innovation capability (IC) through organizational citizenship behavior (OCB). Knowledge sharing has a positive and significant effect (O = 0,468) on innovation capability, with t-statistic 2,947 > 1,96. Knowledge sharing has a positive and significant effect (O = 0,516) on organizational citizenship behavior (OCB), with t-statistic 4,314 > 1,96. Organizational citizenship behavior (OCB) does not have positive and significant effect (O = 0,092) on innovation capability, with t-statistic 0,550 < 1,96. Therefore, the hypothesis 7 which states that Organizational Citizenship Behavior (OCB) will mediate the relationship between the knowledge sharing

and innovation ability (IC) is rejected.

6. Discussion and Implications

6.1. The effect of Islamic Work Ethic (IWE) on Organizational Citizenship Behavior (OCB).

Islamic Work Ethic (IWE) has a positive and significant effect ($O = 0,342$) on the construct of organizational citizenship behavior (OCB). The t-statistic value in this construct relationship is $2,737 > 1,96$, and the p-value $0,006 < 0,05$. Therefore, the hypothesis 1 which states that Islamic Work Ethic (IWE) has a significant and positive effect on organizational citizenship behavior (OCB) is **accepted**. Which means higher or lower the value of Islamic Work Ethic (IWE) will affect the value of organizational citizenship behavior (OCB), and vice versa. This study matches the previous studies Tufail et al. (2017) stated that IWE had a positive and significant relationship to OCB. It is the same as the research that is conducted by Murtaza et al., (2014), where the results found were the same as before, IWE had a positive and significant relationship to OCB. This finding is also reinforced by a research conducted by Ramalu and Rashid (2016) which shows that there is a significant relationship between IWE and OCB. This shows that employees who have high IWE will tend to have higher organizational citizenship behavior (OCB). In this study, employees at PT Pertamina (Persero) Refinery Unit V Balikpapan agreed that people who work will be more likely to be progressive in life, work allows humans to control themselves (nature/character) and someone must continue to work hard to fulfill their responsibilities, but each individual has different perceptions and levels of implementation so company must pay more attention and provide programs related to religion so that employees are able to improve positive values related to *Islamic Work Ethics* because *Islamic work ethic* will

have a good influence on someone's behavior on his job because it can provide a stimulus for positive work attitudes (Wuryanti and Sulistya, 2017).

6.2. The Effect of Islamic Work Ethic (IWE) on Innovation Capability

The construct of islamic work ethic (IWE) has a positive and significant effect ($O = 0,188$) on the construct of innovation capability. The t-statistic value in this construct relationship is $2,484 > 1,96$, and the p-value $0,013 < 0,05$. Therefore, the hypothesis 2 which states that islamic work ethic (IWE) has a significant and positive effect on innovation capability is **accepted**. Which means higher or lower the value of Islamic Work Ethic (IWE) will affect the value of innovation capability, and vice versa.

Companies must pay attention to innovation capability that is owned by employees and company in order to compete with competitors. To improve innovation capability, companies should pay attention and improve the Islamic work ethic (IWE) which is implemented by Muslim employees in order to further enhance innovation capability. Same as the research that is conducted by Awan and Akram (2011), there is a positive relationship between islamic work ethics and innovation capability. Then, the research that is conducted by Kumar and Rose (2010) shows empirical results that IWE has a significant relationship on innovation capability. This shows that employees who have high IWE will support employees to have a higher innovation capability.

6.3. The Effect of Knowledge Sharing on Organizational Citizenship Behavior (OCB)

The construct of knowledge sharing has a positive and significant effect on the construct of organizational citizenship behaviour (OCB). The t-statistic value in this construct relationship is $3,994 > 1,96$ and the

p-value $0,000 < 0,05$. Therefore, the hypothesis 3 which states that knowledge sharing has a significant and positive effect on organizational citizenship behavior (OCB) **is accepted**. Which means higher or lower the value of knowledge sharing will affect the value of organizational citizenship behavior (OCB), and vice versa.

Knowledge sharing is important because every employee conducts exchange practices and disseminates ideas, experiences, and knowledge to others to ensure that knowledge continues and it is maintained in the business (Razaket al. 2016). Employees must realize the importance of knowledge sharing so that the practices of sharing work skills and sharing work information can work well so that OCB implementation for employees can increase. The results of this study are same as the previous studies Chang et al. (2015) showed that the results of knowledge sharing (KS) had a positive relationship with OCB, indicating that organizations which have high KS will have a higher relationship with OCB. Research conducted by Lin and Hsiao (2014) has the results of Knowledge sharing having a positive relationship with OCB. Strengthened by research conducted by Akturanet al. (2015) which shows knowledge sharing affects OCB.

6.4. The Effect of Knowledge Sharing on Innovation Capability

The construct of knowledge sharing has a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $2,986 > 1,96$ and the p-value $0,003 < 0,05$. Therefore, the hypothesis 4 which states that knowledge sharing has a significant and positive effect on innovation capability **is accepted**. Which means higher or lower the value of knowledge sharing will affect the value of innovation capability, and vice versa. This study matches the previous studies Liao (2006) shows that Knowledge

Sharing Behavior has a positive relationship with firm innovation. Research conducted by Kumar and Rose (2012) shows that Knowledge Sharing Capability (KSC) has a significant relationship to innovation capability. Research by Liao et al. (2007) show that absorptive capacity plays a role as a mediating variable between Knowledge sharing and innovation capability, this shows that if the absorptive capacity is insufficient, so knowledge sharing in the company will have a less direct relationship with an innovation capability.

6.5. The Effect of Organizational Citizenship Behavior (OCB) on Innovation Capability

The construct of organizational citizenship behavior (OCB) doesn't have a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $0,553 < 1,96$ and the p-value $0,581 > 0,05$. Therefore, the hypothesis 5 which states that organizational citizenship behavior (OCB) has a significant and positive effect on innovation capability **is rejected**.

Interviews with two respondents in the Operational Performance Improvement and Dis & Wax / Production section showed that the implementation of the Organizational Citizenship Behavior (OCB) in PT. Pertamina (Persero) Refinery Unit V Balikpapan on each employee varied so that the implementation could not be done as well. The implementation of OCB such as still following the rules even if it is not supervised and optimal because when employees are not monitored, employees can still be negligent in working so that this problem requires attention from Pertamina RU V Balikpapan especially from the leaders so that the company can achieve maximum performance, even though employees are not watched over. Furthermore, OCB problems in the availability of employees in helping other

employees who have a heavy workload, not all employees want to help directly because they understand that the workload at Pertamina RU V Balikpapan is heavy so that it can affect the availability of employees to help.

6.6. Islamic work ethic and innovation capability mediated by Organizational citizenship behavior (OCB)

Islamic work ethic has a positive and significant effect ($O = 0,310$) on innovation capability, with t-statistic $2,283 > 1,96$. Islamic work ethic has a positive and significant effect ($O = 0,342$) on organizational citizenship behavior (OCB), with t-statistic $2,842 > 1,96$. Organizational citizenship behavior (OCB) does not have positive and significant effect ($O = 0,092$) on innovation capability, with t-statistic $0,550 < 1,96$. Therefore, the hypothesis 6 which states that Organizational Citizenship Behavior (OCB) will mediate the relationship between the Islamic Work Ethics (IWE) and innovation ability (IC) **is rejected**.

The results of interviews with two respondents in the *Operational Performance Improvement* and *Dis & Wax / Production* section showed that employees at Pertamina RU V Balikpapan agreed in the implementation of *Islamic Work Ethics* (IWE), indicated by the opinions of the two respondents who revealed that good work would be beneficial to themselves and others, but they cannot be generalized because depend on the intention of each individual so that the application will be different. However, IWE makes employees work harder and strive to provide the best for the company. IWE has a significant and positive direct influence on the *innovation capability* (IC), however, OCB has no influence in mediating these two variables. Because of the implementation of the *Organizational Citizenship Behavior* (OCB)

in PT. Pertamina (Persero) Refinery Unit V Balikpapan on each employee is different so that the application cannot be maximized. In an *innovation capability* (IC), a performance appraisal system that is adopted also needs to be improved and addressed so that the company gets objective performance appraisal results and in accordance with the capabilities of employees so that employees feel fair and satisfied with the results obtained.

6.7. Knowledge Sharing and Organizational citizenship behavior (OCB)

Knowledge sharing has a positive and significant effect ($O = 0,468$) on innovation capability, with t-statistic $2,947 > 1,96$. Knowledge sharing has a positive and significant effect ($O = 0,516$) on organizational citizenship behavior (OCB), with t-statistic $4,314 > 1,96$. Organizational citizenship behavior (OCB) does not have positive and significant effect ($O = 0,092$) on innovation capability, with t-statistic $0,550 < 1,96$. Therefore, the hypothesis 7 which states that Organizational Citizenship Behavior (OCB) will mediate the relationship between the knowledge sharing and innovation ability (IC) **is rejected**.

The results of interviews with two respondents in the *Operational Performance Improvement* and *Dis & Wax / Production* sections above show that the leaders at Pertamina RU V Balikpapan have not fully adopted a new leadership approach to lead all staff towards completion of the task. This can be influenced by internal and external factors, namely experience and the company itself. In addition, in the recruitment system adopted by Pertamina RU V Balikpapan, it is necessary to evaluate it so that it can be more maximal, effective, and efficient. One of the problems lies in the time management that has not been scheduled properly. By looking at this, the company can increase innovation capability (IC) by paying

attention to these matters. Knowledge sharing has a significant and positive direct influence on the innovation capability (IC), however, OCB has no influence in mediating these two variables. The implementation of the Organizational Citizenship Behavior (OCB) at PT Pertamina (Persero) Refinery Unit V Balikpapan on each employee varies so that the application cannot be maximized.

7. Conclusion

Based on the results of analysis and discussion in this study, it can be concluded that :

1. Islamic Work Ethic (IWE) has a positive and significant effect ($O = 0,342$) on the construct of organizational citizenship behavior (OCB). The t-statistic value in this construct relationship is $2,737 > 1,96$, and the p-value $0,006 < 0,05$.
2. Islamic work ethic (IWE) has a positive and significant effect ($O = 0,188$) on the construct of innovation capability. The t-statistic value in this construct relationship

is $2,484 > 1,96$, and the p-value $0,013 < 0,05$.

3. knowledge sharing has a positive and significant effect on the construct of organizational citizenship behaviour (OCB). The t-statistic value in this construct relationship is $3,994 > 1,96$ and the p-value $0,000 < 0,05$.
4. knowledge sharing has a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $2,986 > 1,96$ and the p-value $0,003 < 0,05$.
5. Organizational citizenship behavior (OCB) does not have a positive and significant effect on the construct of innovation capability. The t-statistic value in this construct relationship is $0,553 < 1,96$ and the p-value $0,581 > 0,05$.

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