

## ABSTRAK

Kartika Madyaratri: Program Studi Magister Manajemen Fakultas Ekonomi Bisnis Universitas Pembangunan Nasional “Veteran” Yogyakarta, Juni 2017. Pengaruh *Empowering Leadership* terhadap Kinerja Anggota Polri dengan *Knowledge Sharing* dan *Self Efficacy* sebagai Variabel Mediasi, Penelitian Pada Satuan Kerja Polda D.I. Yogyakarta. Pembimbing I: Dr. Drs. Winarno, M.M. dan Pembimbing II: Dr. Heru Tri Sutiono, M.Si.

Penelitian ini bertujuan untuk mengetahui pengaruh langsung *empowering leadership* terhadap kinerja anggota Polri dan pengaruh tidak langsung *empowering leadership* terhadap kinerja anggota Polri dengan mediasi *knowledge sharing* dan *self efficacy*. Pengambilan data dilakukan pada bulan Januari 2017. Populasi dalam penelitian ini adalah Perwira Pertama Polri Satker Polda D.I. Yogyakarta yang berjumlah 238 personel. Pengambilan sampel menggunakan Metode *proportionate stratified random sampling* dengan jumlah sampel dalam penelitian ini adalah 146 orang. Metode analisis yang digunakan dalam penelitian ini adalah analisis deskriptif dan *Structural Equation Modelling* (SEM) dengan program AMOS.21.

Hasil penelitian ini, yaitu: 1) *empowering leadership* berpengaruh positif dan signifikan terhadap kinerja anggota Polri; 2) *empowering leadership* berpengaruh positif dan signifikan terhadap *knowledge sharing*; 3) *empowering leadership* berpengaruh positif dan signifikan terhadap *self efficacy*; 4) *knowledge sharing* berpengaruh positif dan signifikan terhadap kinerja anggota Polri; 5) *self efficacy* berpengaruh positif dan signifikan terhadap kinerja anggota Polri; 6) terdapat pengaruh tidak langsung *empowering leadership* terhadap kinerja anggota Polri melalui *knowledge sharing* 7) terdapat pengaruh tidak langsung *empowering leadership* terhadap kinerja anggota Polri melalui *self efficacy*; dan 8) pengaruh tidak langsung *empowering leadership* terhadap kinerja anggota Polri melalui *self efficacy* lebih efektif dibandingkan pengaruh tidak langsung *empowering leadership* terhadap kinerja anggota Polri melalui *knowledge sharing* dan pengaruh langsung *empowering leadership* terhadap kinerja anggota Polri.

**Kata kunci:** *Empowering Leadership, Knowledge Sharing, Self Efficacy* dan **Kinerja Anggota Polri**

## ABSTRACT

Kartika Madyaratri: Magister of Management Study Program Faculty of Economics and Business, Pembangunan Nasional “Veteran” University of Yogyakarta in June 2017<sup>st</sup>. The Effect of Empowering Leadership to Polri Members Performance with Knowledge Sharing and Self Efficacy as Mediating Variables, Research on Polda D.I. Yogyakarta. Supervisor I: Winarno and Supervisor II: Heru Tri Sutiono.

This study aims to determine the direct effect of Empowering Leadership to Polri Members Performance and indirect effect by mediating variable Knowledge Sharing and Self Efficacy in relation to Empowering Leadership to Polri Members Performance. Data were collected in January 2017. The population in this study were First Police Officer of Polda D.I. Yogyakarta, amounting to 238 personnel. Sampling using Proportionate random sampling method with the number of samples in this study were 146 people. This research used descriptive analysis and Structural Equation Modelling (SEM) with AMOS.21<sup>st</sup> program analysis method.

The results found that: 1) Empowering Leadership positive and significant effect on the Polri Members Performance; 2) Empowering Leadership positive and significant effect on Knowledge Sharing; 3) Empowering Leadership positive and significant effect on Self Efficacy; 4) Knowledge Sharing positive and significant effect on the Polri Members Performance; 5) Self Efficacy positive and significant effect on the Polri Members Performance; 6) there is an indirect effect Empowering Leadership to Polri Members Performance through Knowledge Sharing and 7) there is an indirect effect Empowering Leadership to Polri Members Performance through Self Efficacy and 8) the indirect influence of empowering leadership on Polri members performance through self efficacy is more effective than the indirect influence of empowering leadership on Polri members performance through knowledge sharing and the direct influence of empowering leadership on Polri members performance.

**Keywords: Empowering Leadership, Knowledge Sharing, Self Efficacy and Polri members performance**