

INTISARI

Tujuan dari penelitian ini adalah untuk mempelajari secara empiris persepsi pegawai terhadap pekerjaannya dalam bekerja pada perguruan tinggi negeri dan swasta Islam. Desain penelitian menggunakan pendekatan kuantitatif melalui instrumen penelitian. Unit analisis dalam penelitian ini adalah pegawai perguruan tinggi negeri dan swasta Islam di Indonesia yang sudah bekerja pada perguruan tinggi minimal masa kerja 1 tahun. Data dikumpulkan melalui distribusi tatap muka oleh peneliti. *Purposive sampling* digunakan untuk mengumpulkan sampel penelitian ini. Total responden dalam penelitian ini adalah 121 yang merupakan pegawai dari lima Universitas di Daerah Istimewa Yogyakarta. Penelitian ini menunjukkan bahwa etika kerja Islam tidak memiliki efek positif terhadap *knowledge sharing behaviour*. Temuan empiris ini juga menunjukkan pengaruh positif signifikan dari modal sosial terhadap *knowledge sharing behaviour* dan terhadap *employee engagement*, etika kerja Islam terhadap *employee engagement* serta *employee engagement* terhadap *knowledge sharing behaviour*.

Kata Kunci: *Knowledge Sharing Behaviour, Employee Engagement, Etika Kerja Islam, Modal Sosial.*

ABSTRACT

This research aims to examine the perception of the employee to their job empirically especially in the domain of state university and a private Islamic university. This research design is quantitative approach through research instruments, while the analysis unit within this research is an employee of the state university and private Islamic university in Indonesia who have been working in the university during a year at a minimum period of work. The data is collected through direct distribution by the researcher. To collect the data, the researcher employs purposive sampling to collect the research sample. The total of the respondent of this research is 121 who is the employee from five universities in Special Region of Yogyakarta. This research indicates that the Islamic work ethic does not have a positive effect on the knowledge sharing behavior. This empirical finding also shows that the positive effect is significant from the social capital to the knowledge sharing behavior and employee engagement, Islamic work ethic to the employee engagement, and employee engagement to the knowledge sharing behavior.

Keywords: *Knowledge Sharing Behaviour, Employee Engagement, Islamic Work Ethics, Social Capital.*