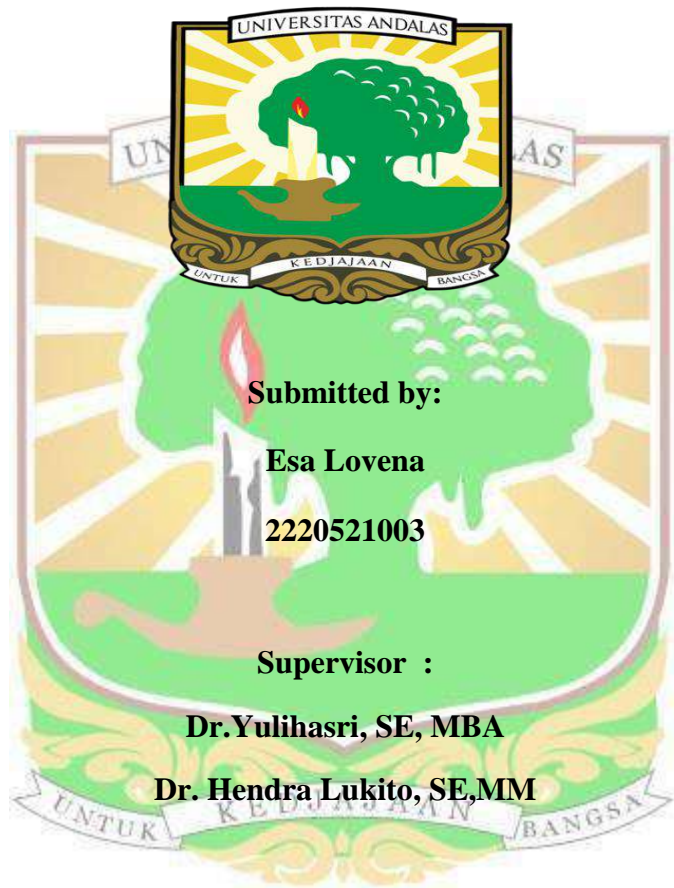


**THE INFLUENCE OF JOB STRESS, TRANSFORMATIONAL LEADERSHIP,  
AND KNOWLEDGE SHARING TOWARD INNOVATIVE WORK  
BEHAVIOR AT THE TOURISM OFFICE OF THE PROVINCE OF WEST  
SUMATRA**

**THESIS**

*Thesis is submitted to fulfill the requirements for a master degree in Magister  
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**UNIVERSITAS ANDALAS**

**PADANG**

**2023**

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*Thesis by Esa Lovena*

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**A B S T R A C T**

This study aims to examine and build a conceptual model of the influence of Job Stress, Transformational Leadership, Knowledge sharing toward innovative work behavior among ASN employees at the West Sumatera Province Tourism Office. This study used a non-probability sampling technique with a sample of 58 civil servants through distributing questionnaires. The data analysis technique used is path analysis using SmartPLS software. Testing the research hypothesis using the T-statistic test obtained through the bootstrapping process. Entering the era of globalization with various existing challenges requires us to be able to adapt. One way to be able to adjust to dynamic changes is to innovate. Innovation changes for the better. One of the agencies that need innovation is the West Sumatera Tourism Office in order to boost the Indonesian economy, one of which is in the tourism sector. The West Sumatera Provincial Tourism Office is part of the structure of regional development whose job is to assist the Governor in carrying out tasks in the fields of culture and tourism in West Sumatera. Thus the human resources of ASN West Sumatera Tourism Office must be qualified and required to be creative and innovative in order to increase economic growth in West Sumatera. This result of study shows that Job stress, Transformational Leadership is not able to directly influence innovative work behavior. Job stress directly affects knowledge sharing. Transformational leadership influences Knowledge sharing, and knowledge sharing influences innovative work behavior. Knowledge sharing is able to mediate the effect between work stress on innovative work behavior and knowledge sharing is also able to mediate the effect of transformational leadership on innovative work behavior of ASN employees at the West Sumatera Tourism Office.

***Keywords: Job stress, Transformational leadership, Knowledge sharing, and Innovative work behavior***