CHAPTER V

CLOSING

This chapter provides conclusion from finding and discussion presented on the previous chapter, followed by assessment of the potential limitation present is study, implication and possible future direction.

5.1 Conclusion of the Research

The purpose of this research is to find out the effect of Workplace Spirituality, Trust and Perceived Risk to Knowledge Sharing Behavior, study at Coordination of Private Higher Education X Region (KOPERTIS). This research also find out whether variables have significant relationship and positive effect or not. This research is using primary data collected by spreading 78 questionnaires to respondent who are working in coordination of private higher education X region. there are three hypothesis developed in this research. Therefore, the analysis of result, are:

1. Workplace Spirituality negatively effecting knowledge sharing behavior of staff in coordination of private higher education X region. it means that workplace spirituality has significant and negative correlation on knowledge sharing behavior, thus, knowledge sharing behavior of staff in this institution can be predicted by workplace spirituality.

2. Trust are not significantly effects knowledge sharing behavior of staff in coordination of private higher education region X. it means trust has no significant correlation on knowledge sharing behavior. thus, knowledge sharing behavior of staff in this institution can't be predicted by trust.

3. Perceived risk as mediator variable is given no influence the relationship between trust and knowledge sharing behavior of staff in coordination of private higher education X. it means staff in Kopertis feel perceived risk is not an necessary factors that affected the relationship between trust and knowledge sharing behavior.

5.2 Implication of the research

This research creates several implication for researcher and practitioners. For researcher, this research is for improving the understanding about relationship between workplace spirituality, trust, perceived risk and knowledge sharing behavior. Based on this research, researcher more understand that relation between those variables.

For practitioners here is staff in coordination of private higher education (KOPERTIS region X) can create some implication:

1. This research can be used as a source of information to in order to understand the relationship of workplace spirituality, trust, perceived risk and knowledge sharing behavior.

2. This research can be used as a tool to evaluate the effectiveness of knowledge sharing behavior among the staff.

3. The data from this research can be used by the management to evaluate the positive trust behavior among the staff in order to enrich the positive atmosphere in the workplace.

4. Moreover, This research also can be used to evaluate the platform and spiritual facilities where can improve workplace spirituality in the

organization in order to gain the behavior of sharing knowledge within the organization.

5. The result of this research also can be used by other region of coordination of private higher education to understand the antecedents of knowledge sharing behavior.

5.3 Limitation of the Research

Researcher found some limitation when conducted this research. Some of the limitation are as follows:

1. The sampling technique which used is non-probability, so it difficult to generalizable and the number of sampling which used too little.

2. This research has limitation of the response bias of the respondents. Respondent bias is the information given by respondents trough questionnaire sometimes does not show the actual opinion of the respondents. This happened because the inability of the respondents to understand the items of each point in the question. So that the honestly of respondent in answering the question and the limitation time given to them in filling the questionnaires are slightly inappropriate.

5.4 Recommendation of the Research

The result of this research is expected to improve and become references to conduct further in the future, some suggested topics to developed in further research:

1. For Practitioners (KOPERTIS)

a. Researcher recommend that the workplace should provide spiritual assistance to overcome the unwillingness of staff to share the knowledge by building a trust-oriented environment among the staff.

b. Researcher recommend that KOPERTIS should pay increased attention to the eligibility of their staff to facilitate a successful knowledge sharing environment.

c. Researcher recommend that KOPERTIS should also focus in the perceived risk factors preventing unwillingness of sharing knowledge among the staff.

d. Researcher recommend that KOPERTIS should apply a culture of empowerment among the staff to encourage to sharing the new knowledge or information.

e. To accomplish the spiritual need of the staff researcher recommend that KOPERTIS should promotes organizational climates where the staff extends social support and generosity behaviors to maximize their abilities to enhance knowledge sharing behavior with each other.

For the next research,

a. For the next research the number of samples used for the next research can be propagated.

b. For the next research, location of research can be expanded

c. For the next research can used online questionnaire collaborated with IT administration that be answered as requirement for taking higher occupation

d. For the next research, distribute the questionnaire more to the head of officer to get more understanding, more data and different perception of information.

e. For the next research, different variables can be added or encompassed regarding the topic of the research in order to create and found varieties of the result.