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The Effects of Spiritual Leadership, Incentives, and Knowledge Sharing Behavior on Employee Performance at PT Malindo Karya Lestari Pekanbaru

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Abstract

This study aims to determine the spiritual leadership, incentives and knowledge sharing behavior on employee performance at PT Malindo Karya Lestari Pekanbaru. This analysis is based on 62 respondents who are all employees of PT Malindo Karya Lestari Pekanbaru. Analysis of the data used through validity test, reliability, classic assumption test and hypothesis test, It is expected that the results of this study can be an input for the company to pay more attention in making the vision statement process, directing the employees to work better and making adjustment to the incentives provided, company management also have to report the salary of employees in accordance with the salary received by the employee to the social security every month and the company management must also pay more attention to the capacity of existing knowledge in each employee so that employee can continue to learn and sharing knowledge with other colleagues.

Keywords: Spiritual Leadership; Incentives; Knowledge Sharing Behavior; Employee Performance

1.0 INTRODUCTION

The company is a large enterprise that is managed or run by individuals or together in a way. Establishing a company requires considerable capital and is supported by its employees. Company must work closely with employees to be able to achieve desired goals. Every company wants the company to keep growing and making progress. Thus the company must be able to carry out an activity or organization which can increase satisfaction with customers or employees who continue to operate within a day. The company must create a working environment in which employees are satisfied with what they received.

Human resources (HR) play a very important role to play in achieving the company's goals. The company needs to handle human resources well, as a company's strength lies not only in current technologies and money, but also requires a very important human component in the company.

Managing the company is not easy due to the many challenges facing the realization of a reliable and professional organization such that the presence of human resources is considered to play an important role in the company aimed at growing employee contributions to the company in order to achieve the objectives of the company. There is no question that companies with better human capital are influenced by favorable performance of employees.

The whole company certainly needs the best quality workers who work for the company. In this case, expertise and knowledge as well as leadership elements and encouragement in the form of much needed opportunities to be able to perform well. Leaders who have served for longer have an aura that the workers can trust.

Furthermore, the organization also has to fulfill basic components such as incentives which are a form of appreciation for the employee's work and aims to indirectly motivate the employee to be more enthusiastic at work and information sharing. This also is one of the factors influencing the efficiency of the employees. To evaluate or find out how the effect of spiritual leadership, rewards and information sharing conduct influences employee success at PT Malindo Karya Lestari Pekanbaru, the revenue goals of PT Malindo Karya Lestari Pekanbaru over the past five years can be seen from Table 1.

Table 1. Data on Achieving Sales Targets (2014-2018)

No	Years	Target (Rp)	Realization (Rp)	Percentage of Achievement (%)
1	2014	38.730.000.000	37.652.150.000	97.2 %
2	2015	39.695.000.000	38.847.350.000	97.9 %
3	2016	40.550.000.000	42.739.050.000	105.4 %
4	2017	43.930.000.000	42.565.190.000	96.9 %
5	2018	44.540.000.000	43.725.000.000	98.2 %

Source: PT Malindo Karya Lestari Pekanbaru, 2019

It can be seen from Table 1 that sales targets were achieved in 2016 while sales targets were not achieved from the target set by the management company in 2014, 2015, 2017 and 2018. So it can be assumed that the sales goal at PT Malindo Karya Lestari Pekanbaru was not met due to lack of performance on the employee in product sales.

The decreased in employee performance at PT Malindo Karya Lestari Pekanbaru is caused by leaders who are not careful enough to supervise employees and workmanship that is not given a target for their stages. Providing incentives that are not in accordance with the goods done will certainly trigger dissatisfaction from employees so that it can affect employee performance. The lack of knowledge exchange activities to obtain new knowledge Pramono & Susanty (2015) will make the employee only know the knowledge that was already there at the beginning and the absence of new knowledge.

The company will of course do many things to achieve the desired outcomes in order to get the best output of its employees. One very factor taking place is the role of leadership. Growing leader has to have its own way and style to lead their employees. Several researchers are seeking to investigate spiritual leadership's characteristics. Today, the philosophy has evolved spiritual leadership that is a form of universal leadership that is adaptive to meet challenges in the 21st century era that is a condition of change that the existing organizational leadership does not respond to (Sureskiarti, 2015).

Research conducted on the Effects of Spiritual Leadership on Ethical Behaviour, Job Satisfaction, Organizational Commitment and Employee Performance has been demonstrated by Pio et al., (2015) with the results that stated spiritual leadership influences employee performance through ethical behavior and organizational engagement. Although other studies conducted by Fry et al., (2007) indicate that while there is a major influence between spiritual leadership and performance, the predicted response was lower than expected.

According to Hasibuan (2009) Incentives are offered to certain workers based on their job success in order to enable employees to improve productivity in the workplace. Giving incentives ensure that workers will have a more relaxed working environment of being together. Time utilization will be more effective if there is unity in a conducive atmosphere of work and communication.

The extent of offering incentives to workers for whom there is no simple measurement basis, this also causes employees to complain and not to be pleased. To order to generate work satisfaction, workers need consistency to the allocation of incentives so as to enhance employee performance. Research done by Hernawaty & Andika (2018) notes that incentives have a major effect on employee performance in part for incentive analysis. Although research conducted by Fauziah, Damayani, & Rohman (2014) with the study's results reported that incentives and employees performance have a major impact. And research carried out by the results of this study also reported that the reward variable significantly affects employee efficiency.

Knowledge sharing behavior plays an important role in increasing individual competency in an organization, as individuals can disseminate, implement and develop tacit or explicit knowledge through knowledge sharing. Knowledge sharing culture can improve the organization's individual knowledge so that individuals are encouraged to innovate.

This is supported by research carried out by Aristanto (2017) which revealed that knowledge sharing can facilitate the individual's reuse and regeneration of existing knowledge within the organization , in order to ultimately increase the capacity of individual innovation within the organization.

For research on knowledge sharing behavior conducted by Saragih (2017)with research results notes that knowledge sharing behavior partially has no significant impact on employees efficiency, but creativity in information technology has an influence on performance employees and together have a significant influence on employee performance. Putra & Adnyani (2018) research has concluded that knowledge sharing behavior had a positive and significant impact on the performance of the employees.

Based on the background, the purpose of this study is to determine and analyze the effect on employee performance at PT Malindo Karya Lestari Pekanbaru of spiritual leadership, incentives and knowledge sharing behaviour.

2.0 LITERATURE REVIEW

Relationship of Spiritual Leadership with Employee Performance

Spiritual Leadership is leadership that shapes the beliefs, attitudes, behaviors required to empower yourself and others to achieve a sense of spiritual survival (Agung, 2007).

In addition, this spiritual leadership has also been implemented by the principles of Javanese philosophy by Ki Hajar Dewantara, with the slogan while in front, be an example of a good example, in the middle, be a good friend, and in the behind, always be ready to offer help and encouragement. That has also been stated by the spiritual leader Fry (2003) is someone who goes in front of someone when that person wants to obey someone, behind someone when that person needs help, and besides someone who needs a friend.

H1: The Spiritual Leadership of PT Malindo Karya Lestari affects employee performance.

Relationship of Incentives with Employee Performance

Incentives as a motivational way to motivate workers to work with optimum talents, which is meant as additional income beyond the salary or wage that has been decided. Incentives are intended to meet the needs of workers and their families. Incentives can be designed to offer appropriate incentives to workers whose performance meets the expectations set. Incentive is a driving force for workers to work harder so they can boost employee efficiency. Incentives are remuneration offered by companies that can be priced in cash and appear to be granted periodically. Incentives are characterized as an associated form of payment with success and profit sharing due to improved productivity or cost savings for employees (Yusuf, 2015).

H2: Providing Incentives at PT Malindo Karya Lestari affects employee performance.

### Relationship between Knowledge Sharing Behavior and Employee Performance

Knowledge sharing is the stage of distribution and the provision of information for employees who need it when necessary. Knowledge sharing is defined as the activity of transfer or dissemination of knowledge from one person, group or organization to another person, group or organization (Wei, 2005).

Through knowledge sharing, generating ideas/innovations that promote the organization's longevity, raising the value of the business so that it can compete with other organizations, knowledge sharing also enables replication to be created in the sense that if the company loses senior staff (expertise) then the company can continue to expand because the information used is not a caried away (Anna, 2010).

H3: Knowledge Sharing Behavior at PT Malindo Karya Lestari affects employee performance.

Conceptual Framework and Hypothesis

The variables in this analysis, judging by the form of variable relationship, belong to a causal relationship; the consequence is that a variable may influence other variables. For this analysis, the system of thought consisted of the independent variable or the independent variable that is Spiritual Leadership (X_1), Incentives (X_2), and Knowledge Sharing Behavior (X_3). The independent variable is a variable that influences certain variables, i.e. the Employee Performances (Y). The conceptual framework for this research is shown in Figure 1.
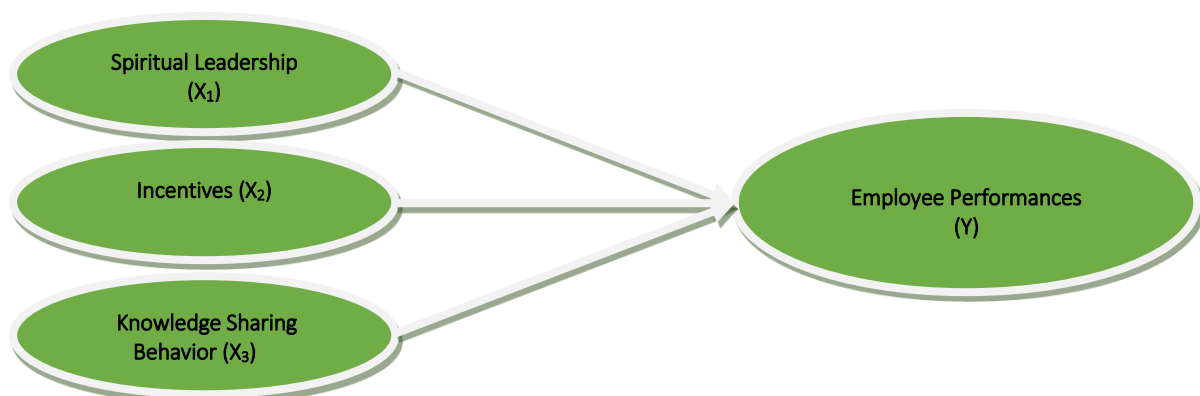
Source: Research Results, 2019 (Processed Data)

Figure 1. Conceptual Framework

3.0 METHODOLOGY

Population and Sample

This research was conducted at PT Malindo Karya Lestari which was located at Jl. Soekarno Hatta, Komp. Sentral Niaga Blok A No 10 Pekanbaru. Research time was 4 months starting from August to November 2019. According to Sugiyono (2017) the population was the area of generalization of objects that have certain qualities and characteristics that were determined by researchers to be studied and then drawn the conclusion. Population determination was an important stage in a study. Population could provide information or data that was useful for research. The population in this study were 62 employees working at PT Malindo Karya Lestari Pekanbaru.

According to Sugiyono (2017) sample is part of the number and characteristics possessed by the population. If researchers do research on large populations, while researchers want to examine the population and researchers have limited funds, manpower and time, so researchers use techniques sampling, so generalizing to the population under study. The point is the sample that been taken can be represent or regarded to the population. The sampling technique used in this research was using the census method because the population was as large as the number used the research sample was all employees who work at PT Malindo Karya Lestari Pekanbaru as many as 62 respondents.

Definition of Variable Operations

The sampling technique used in this study was the census method. This research used questionnaire instruments or research questionnaires about spiritual leadership, incentives and knowledge sharing behavior on employee performance at PT Malindo Karya Lestari Pekanbaru.

Data Analysis Method

Data research method used was descriptive analysis, including the analysis of respondent characteristics, analysis level of influence. Data analysis techniques use multiple linear regression. Preliminary tests include validity tests and reliability tests. Classical assumption tests included normality test, multicollinearity test, heteroscedasticity test, and auto correlation test. Models testing include test the coefficient of determination (R^2), simultaneous test (F test). Hypotheses testing include partial test (T test).

3.0 RESULTS AND DISCUSSION

Descriptive Analysis

Descriptive Analysis is a method of analysis in which existing data is collected or grouped then the data is analyzed and interpreted objectively. Research Variables in this study consisted of three independent variables, namely Spiritual Leadership (X_1), Incentives (X_2), and Knowledge Sharing Behavior (X_3), the dependent variable is Employee Performance (Y). The results of this descriptive statistical analysis are summarized in Table 2.

Table 2. Descriptive Analysis

Variable	Average	Details
Spiritual Leadership (X_1)	4.32	Very Good
Incentives (X_2)	3.84	Good
Knowledge Sharing Behavior (X_3)	4.45	Very Good
Employee Performance (Y)	4.69	Very Good

Source: Processed Data, 2019

Preliminary Test
Validity test

In testing the validity, a measurement tool in the form of a computer program is used, namely SPSS (*Statistical Product and Service Solutions*). According to Sugiyono (2017), if the validity value of each question item is greater than 0.3 the item questions from the instrument are considered valid. Based on the results of testing with SPSS it is proven that each indicator in the questionnaire is considered valid and this fulfills the instrument test requirements for research using a questionnaire. Thus it can be it was concluded that each indicator was declared valid to be used as a variable measurement tool.

Reliability Test

The reliability test is useful to show the consistency of the measurement results when the measurements are taken again against the same object. Reliability testing was carried out using Cronbach Alpha. If a value the variable has a Cronbach ≥ 0.6 then the variable is said to be reliable (Ghozali, 2006).

Based on the results of testing with SPSS it was proven that each variable had its own value Cronbach's alpha above 0.6. Thus it can be concluded that the indicators are related to the research variable is declared reliable.

Classic Assumption Test

Normality Test

Normality test is done to see whether the data in the regression model is normally distributed or not. Model good regression has a normal or near normal data distribution. In a normal probability plot, data said to be normal if there is a spread of points around the diagonal line and the spread follows the direction of the line diagonal. If the data spreads around the normal line and follows the direction of the normal line, then the regression model satisfies assumption of normality (Ghozali, 2006).
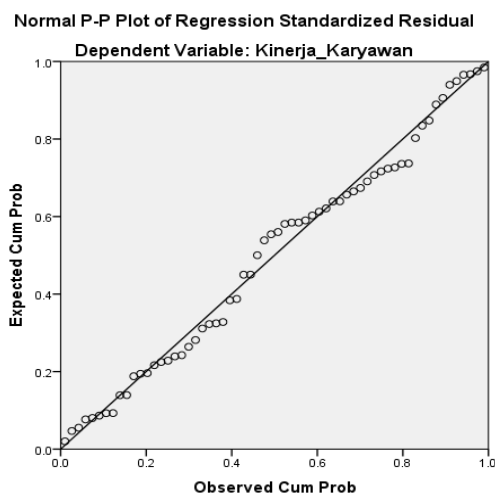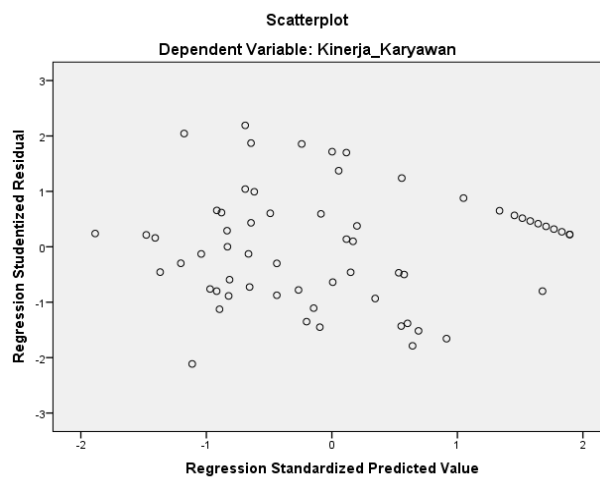

Source: Processed Data, 2019

Figure 2. Normality Test

Figure 2 shows that the test results showed that the points were not far from the diagonal line. This means that it showed that the regression model had a normal distribution.

Heteroscedasticity Test

Source: Processed Data, 2019

Figure 3. Heteroscedasticity Test

Heteroscedasticity test is carried out to see whether the data in the regression model occurs variance in inequality one observation to another. Heteroscedasticity test is done by scatterplot method. If on the points in the scatterplot form regular patterns (wavy, widened, then narrowed) then have symptoms of heteroscedasticity occur and if there are no clear patterns, and spread points above and below number 0 (zero) on the Y axis, then there is no heteroscedasticity.

It appeared that the results of *scatterplots* from heteroscedasticity testing show that data spread randomly above or below zero on the *Regression Studentized Residual* axis as seen in Figure 3. It means that the regression model in this study was free from heteroscedasticity symptoms.

Multicollinearity Test

Multicollinearity test is used to ensure that the independent variables are not correlated or multicollinearity occurs, because this is not allowed in testing regression models. Terms no the occurrence of multicollinearity that is Tolerance Value > 0.1 and Variance Inflation Factor (VIF) <10. Test results multicollinearity can be seen in Table 3.

Table 3. Multicollinearity Test

Variable	*Tolerance*	VIF	Details
Spiritual Leadership (X_1)	0,582	1.718	No Multicollinearity Occurred
Incentives (X_2)	0,634	1.578	No Multicollinearity Occurred
Knowledge Sharing Behavior (X_3)	0,600	1.667	No Multicollinearity Occurred

Source: Processed Data, 2019

It appeared that between the independent variables of Spiritual Leadership, Incentives and Knowledge Sharing Behavior did not occur multicollinearity because the tolerance value was above 0.1 and the VIF value under 10. So it can be concluded that the regression model was free from the influence of multicollinearity.

Model Feasibility Test
Simultaneous Test (F Test)

The F test is to find out whether the independent variables (Spiritual Leadership, Incentives and Knowledge Sharing Behavior) together has an influence together on the dependent variable Employee Performance at PT Malindo Karya Lestari. The results of simultaneous testing in this study can be obtained.

Table 4. Simultaneous Test (Test F)

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	1.684	3	.561	11.524	.000[b]
1	Residual	2.825	58	.049		
	Total	4.509	61			

Source: Processed Data, 2019

From the test results in Table 4, the F_{count} result is 11,524, while the F_{table} value is 2,750. This matter means $F_{table} < F_{count}$ and significant value 0.000 < alpha 0.05. So thus H_0 was rejected and H_1 was accepted. Then it can be concluded that together Spiritual Leadership, Incentives and Knowledge Sharing Behavior simultaneously had a significant effect on Employee Performance.

Determination Coefficient Test (R^2)

The coefficient of determination (R^2) is used to describe the proportion of the variation in the dependent variable explained by independent variables together. The test results can be seen in Table 5.

Table 5. Determination Coefficient Test (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.611[a]	.373	.341	.25070	2.234

Source: Processed Data, 2019

From the processing results it is known that the coefficient of determination (*Rsquare adjusted*) obtained is 0.341. This means that 34.1% of Employee Performance can be explained by the variables Spiritual Leadership,

Incentives and Knowledge Sharing Behavior, while the remaining 65.9% Employee Performance was influenced by variables others that were not examined in this study.

Multiple Linear Regression

Multiple Linear Regression is used to determine the effect of independent variables on variables dependent, as well as to see the results of testing the proposed hypothesis. The results of multiple linear regression analysis in this study can be seen in the following Table 6.

Table 6. Multiple Linear Regression Results

Model	Unstandardized Coefficients		*Standardized Coefficients*
	B	Std. Error	*Beta*
(Constant)	2.552	.379	
Spiritual Leadership (X_1)	.286	.084	.466
Incentives (X_2)	-.084	.050	-.216
Knowledge Sharing Behavior (X_3)	.264	.105	.338

Source: Processed Data, 2019

From table 6 above, the multiple linear regression equations in this study are:

$$Y = 2{,}552 + 0.286 (X_1) - 0.084 (X_2) + 0.263 (X_3)$$

The multiple linear regression equation above can be explained as follows:
The constant value (a) was 2,552 which means that the level of Spiritual Leadership, Incentives and Knowledge Sharing Behavior was 0, then the Employee Performance value was 2,552 units.

Hypothesis Testing
Partial Test (T-Test)

Partial hypothesis testing (t-test) is useful for partially testing the effect of variable X on Y variable. In this study, the partial effect of variable X will be tested, namely Spiritual Leadership, Incentives and Knowledge Sharing Behavior for variable Y, Employee Performance. Test results Partial in this research can be seen in Table 7.

Table 7. Partial Test (T-Test)

Model	T	Sig.	Details
(Constant)	6.714	.000	
Spiritual Leadership (X^1)	3.421	.001	Influential & Significant
Incentives (X^2)	-1.658	.103	No Effect Significantly
Knowledge Sharing Behavior (X^3)	2.517	.015	Influential & Significant

Source: Processed Data, 2019

The test results showed that the value of t-count for variable Spiritual Leadership 3.421 is greater than t-table 2.001 or a significant value of 0.001 was smaller than alpha 0.05. This means that Spiritual leadership had a significant positive effect on employee performance. The test results showed that the calculated t-value for incentive variable 1,658 was smaller than t-table 2,001 or value significantly 0.103 greater than alpha 0.05. This means that incentives have no significant effect on employee performance.

The test results showed that the calculated T-Value for the 2,517 knowledge sharing behavior variables greater than T-Table 2.001 or a significant value of 0.015 smaller than alpha 0.05. This means that knowledge sharing behavior has a significant positive effect on employee performance.

Discussion of Research Results

As explained earlier that this research is to determine the effect Spiritual Leadership, Incentives and Knowledge Sharing Behavior on Employee Performance. Therefore the discussion carried out is to look at the significance of the contribution of the influence of Spiritual Leadership, Incentives and Knowledge Sharing Behavior on Employee Performance. The discussion of this research result can be seen in Table 8.

Table 8. Discussion of Research Results

Hypothesis	T-Test	Sig.	Information
Spiritual Leadership, Incentives and Knowledge Sharing Behavior influential on Employee Performance	6.714	0.000	Influential & Significant
Spiritual Leadership take effect on Employee Performance	3.421	0.001	Influential & Significant
Incentives take effect on Performance Employee	-1.658	0.103	No Significant Effect
Knowledge Sharing Behavior take effect on Employee Performance	2.517	0.015	Influential & Significant

Source: Processed Data, 2019

The Effect of Spiritual Leadership on Employee Performance

From the results of descriptive analysis, showing that Spiritual Leadership was a factor that is considered Very Good by respondents in improving employee performance. The results of regression analysis and partial testing (t-test) on the spiritual leadership variable also obtained the value of $t_{count} > t_{table}$ or significance of 0.001 the variable of spiritual leadership has a significant value, meaning that spiritual leadership was influential positive and significant impact on employee performance at PT Malindo Karya Lestari Pekanbaru.

The results showed an influence between spiritual leadership on employee performance. So the hypothesis which states there was an influence between spiritual leadership on employee performance received. This means that the higher the motivation provided by the company, the more it will affect employees in enjoying their work.

With the proven results of these studies, how strong the spiritual value of leaders can be determine how much influence on the performance of employees at PT Malindo Karya Lestari Pekanbaru, The company's Spiritual Leadership was indicated to be used as a reciprocal process with the company employees who will affect the morale of an employee of the work he was carrying that the company in the motivation process does not play an active role in creating a condition of employee performance in accordance with the work and targets of each employee. The higher the spiritual value of the leader in the company will affect the higher level of performance of an employee at PT Malindo Karya Lestari Pekanbaru.

Spiritual Leadership Factors were important in improving employee performance. Spiritual leadership indicated can be a driver of someone carrying out an activity in order to get results

best. Therefore it was not surprising if leaders who have high spiritual values will affect these employees have a high performance as well. The lowest value Descriptive Analysis results

for the Spiritual Leadership variable in the statement "Employees always do their best in his job because he has hope for the company and its leaders." For that, the spiritual value is on company leaders need to be improved so that employees can get the best performance and still have expectations of the leader and the company.

The results of this study were in line with the results of previous studies conducted by (Rondonuwu, Areros, & Sambul, 2017) entitled The Effect of Spiritual Leadership on Employee Performance at PT. Ciputra International City of Blessing Citraland Manado Project. However, the results of this study were not in line with the results research conducted by (Agustina N, 2017) who conducted research on the Effects of Spiritual Leadership and Job Satisfaction of Teacher Performance with the results of data analysis from the research conducted can be known that spiritual leadership did not affect teacher performance. While job satisfaction was very influential significant effect on teacher performance.

The Effect of Incentives on Employee Performance

From the results of descriptive analysis, it showed that incentives were factors that are considered good by respondents in improving employee performance. The results of regression analysis and partial testing (t-test) of incentive variables also got the value of $t_{count} < t_{table}$ or significance of 0.103 means the incentive variable did not have significant value, meaning that incentives did not significantly influence employee performance at PT Malindo Karya Lestari Pekanbaru. This condition was suspected because giving incentives to companies was still considered unfair for employees because it was not in accordance with the performance of each, giving awards also objectively according to the leadership's assessment and the timing of incentives that were not always timely so that incentives did not significantly influence employee performance at PT Malindo Karya Lestari Pekanbaru.

An incentive is a compensation program that links pay to one's performance or in other words the incentive provides compensation according to sales, performance, or cost savings contacted by certain employees. Rainy incentives to provide additional in addition to the basic salary for individuals who can reach the standard

certain achievements. The main purpose of giving incentives or the main function of incentives is to provideresponsibility and encouragement to employees. Incentives guarantee that employees will direct their business to achieve organizational goals.

Incentives provided by companies must be felt fair for employees, the magnitude of incentives must be appropriate as employees expect. The lowest value Descriptive Analysis results for the Incentive variable on the statement "Employees know clearly when to provide incentives." For that time the provision of incentives must be informed clearly from the company. So employees can be motivated to continue to improve performance and achievement in order to receive greater and more timely incentives.

The results of this study are in line with the results conducted by (Rahma Ayu Safitri, 2017) who did research with the title Effect of incentives, motivation, work discipline, and leadership on performance Operational employees at PT. Bank Negara Indonesia (Persero) Tbk Palembang Syariah Branch Office concluded that the provision of incentives did not have a significant effect on the performance of section employees operational at BNI Syariah Bank Palembang Branch. However, this study is not in line with the results research conducted by (Hernawaty & Saleh Andika, 2018) which concluded that career development and incentives for workers partially significant effect on performance at PT. Suryamas Lestari Prima Tanjung Morawa.

The Effect of Knowledge Sharing Behavior on Employee Performance

From the results of descriptive analysis, it showed that Knowledge Sharing Behavior was a considered factor Very good by respondents in improving employee performance. The results of regression analysis and testing Partial (t-test) on the knowledge sharing behavior variable also obtained $t_{count} > t_{table}$ with significance 0.015 means knowledge sharing behavior variable had a significant value, meaning knowledge sharing behavior positive and significant effect on employee performance at PT Malindo Karya Lestari Pekanbaru.

The results showed that there was an influence between knowledge sharing behavior on performance the employee. So the hypothesis which stated there was an influence between knowledge sharing behavior on employee performance was accepted. This means that the company's performance will increase if the employees in it do knowledge sharing in the sense of sharing information, effective practices, insights, experiences, preferences and things learned.

Humans are social creatures that can not be separated from the need for other human presence. The high implementation of knowledge sharing behavior among employees will improve their performance whole. The most important element in knowledge sharing is humans (people) themselves, so requires greater effort and focus so that information dissemination activities can go well. Based on the results of this study it can be seen that the employees of PT Malindo Karya Lestari Pekanbaru has been managed to motivate employees to focus on implementing knowledge sharing so that it can happen dissemination of knowledge and ultimately can improve the performance of employees themselves.

Knowledge sharing behavior applied can help accelerate the implementation of tasks, existing tasks and can help improve the performance of other employees at PT Malindo Karya Lestari. Score the lowest Descriptive Analysis results for the Knowledge Sharing Behavior variable in the statement "Place where the agency I work to provide a forum that is sufficient to exchange information and spread knowledge" For this reason, company leaders must cultivate knowledge-sharing behavior with sufficient agencies available so employees can exchange information and spread knowledge they know, for example such as the availability of several meeting rooms and also the absence of a partition made in the production section so make it easy for employees to share existing knowledge.

The results of this study contradict the results of the study (Saragih, 2017) which states that knowledge sharing behavior partially does not have a significant effect on employee performance but information technology innovation has an influence on employee performance as well as together has a significant influence on employee performance. On the other hand, the results of this study are in line with research conducted by (Putra & Adnyani, 2018) which concluded that knowledge sharing behavior and organizational citizenship behavior (OCB) have a positive and significant effect on performance the employee.

The Effect of Spiritual Leadership, Incentives and Knowledge Sharing Behavior on Employee Performance

From the regression results it can be seen that together the independent variables (Spiritual Leadership, Incentives and Knowledge Sharing Behavior) have a significant influence on the dependent variable (Performance Employee). This was evidenced from the calculated F_{value} of 11.524> F_{table} 2.750 with a significance (sig) of 0.000 < 0.05 then the regression model can be used to predict employee performance at PT Malindo Karya Lestari Pekanbaru or it can be said that Spiritual Leadership, Incentives and Knowledge Sharing Behavior were together (simultaneous) effect on Employee Performance at PT Malindo Karya Lestari Pekanbaru.

4.0 CONCLUSION

This study aimed to determine the effect of Spiritual Leadership, Incentives and Knowledge Sharing Behavior on Employee Performance at PT Malindo Karya Lestari Pekanbaru. The conclusions can be drawn from the results of research that has been conducted include: There was a significant influence between variables Spiritual Leadership (X_1) on Employee Performance at PT Malindo Karya Lestari Pekanbaru. If Spiritual leadership variable the better the employee performance at PT Malindo Karya Lestari would also more increasing. There was no significant effect between the Incentive (X_2) variables on Performance Employees at PT Malindo Karya Lestari Pekanbaru. If the Incentive variable got lower then the performance employees will also continue to decline. There was a significant influence between the Knowledge Sharing Behavior (X_3) on Employee Performance at PT Malindo Karya Lestari Pekanbaru. If the Knowledge Behavior Sharing variable was better, the employee's performance at PT Malindo Karya Lestari would also increase and vice versa. Independent Variables (Spiritual Leadership, Incentives and Knowledge Sharing Behavior) jointly (simultaneously) affected Employee Performance at PT Malindo Karya Lestari Pekanbaru.

Based on the discussion and conclusion above, the following suggestions can be given: Leader which was based on good spiritual values will spread a good aura in the work unit environment, be a stronghold for its employees, so that they feel comfortable and calm at work. When there is a problem it is not easy judge or blame his subordinates, but find solutions to solve problems, and do coaching to employees so that employees who make mistakes can improve themselves as well as with spiritual values are enhanced by the company's leadership so employees will do their jobs with as best as possible because it has expectations of the leadership and the company. Company management must be pay attention in making improvements and adjustments to the incentives provided to suit the ability and responsibility of employees in their respective fields so that employees do not feel working in vain and report employee salaries in accordance with the salaries received by employees to the social security parties each month so that the balance every month can be increased so that employees feel safe working in the time in this company, with increased incentives to employees in the form of social security and guarantees is expected to increase the level of employee performance in the company and also time the giving of incentives must be clearly informed and the incentives given by the company must always be right with the specified time. In addition to Spiritual Leadership and Incentives that must be considered, the company also must pay attention to the existing Knowledge Sharing Behavior Policy, with the holding of sharing activities clear and regular knowledge in the company so employees can distinguish personal knowledge and which mutual knowledge is needed for the common interest and also the availability of agencies or forums such as adequate meeting rooms and the absence of a partition made in the production section so employees can be more free to exchange information and share existing knowledge. With the Knowledge Sharing Behavior is expected to increase employee knowledge so that it can improve the level of employee performance. For further readers/researchers who will conduct research in the same field, if they will using this thesis as a reference, then it needs to be reviewed again. Because it does not rule out possibilities. There are statements that are not appropriate, because as a writer still feels many shortcomings and limitations in resolving this script.

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