

The Impact of Knowledge Sharing Behaviour on the Development of Individual Innovation Capability at Small and Medium Woven Clothes Industries in Bali

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The increasingly uncertain conditions make each organisation have to compete strongly to maintain the stability of its business. Every organisation must be able to maintain the various forms of intangible assets that they have. One form of intangible assets owned by a company is knowledge. The knowledge possessed by entrepreneurs is in the form of tacit knowledge and explicit knowledge. The entrepreneur's innovation idea is a key factor for a business to survive in a tight situation. One effective way to improve innovation capabilities in companies is through knowledge sharing activities. Through this habit, entrepreneurs can think more critically and then be more creative. This study involved 56 respondents of the small and medium woven clothes industry in Bali. The study was conducted using primary data sources with questionnaires. The data processing technique used in this study is the Rank Spearman correlation. The results showed that knowledge sharing behaviour had a positive and very strong relationship with individual innovation capability. The higher the knowledge sharing behaviour, the higher the individual innovation capability. With a correlation coefficient value of 0.721 which means that the two variables have a positive relationship. which means that both variables have a positive relationship because the correlation value is more than 0 to +1 and is in the range 0.71-0.90 where the range has a meaning that the relationship is very strong.

Key words: *knowledge sharing behaviour, tacit knowledge, explicit knowledge, entrepreneur, individual innovation capability.*

Introduction

Modern organisations operate in violation of environment conditions. In this situation, an important factor that determines survival and development is organisational agility. The organisational feature is based largely on knowledge sources which are immaterial resources. This study only focuses on the knowledge that each entrepreneur has, and in this content it is their habit for knowledge sharing (Knowledge Sharing Behavior-KSB). Entrepreneurs can provide an inexhaustible source of knowledge that might contribute to organisational development. This issue is very important concerning small and medium industries especially IKM wearing cloths in the province of Bali.

Today's focus is on how to build knowledge as an asset to create organisational supremacy by utilising the existence of the community as the basis for the existence of the social environment. The concept of knowledge sharing behavior in a knowledge-based economic environment is something relatively new; it seems to be a key factor for creating a network of contacts of various knowledge centres that involve organisations and institutions.

Organisations as part of social networks (Hsu, IC, 2012): in this network an impulse spreads in an instant. If this impulse is knowledge or information it means that the functioning of knowledge sharing will provide access to fast information and almost unlimited knowledge success. The meaning of modern knowledge is the effect of developing environment and economics for better organisational achievement. In the case of organisations, it has become more common to use the term knowledge management. The interpretation is the effect of accepting certain organisational strategies and that is the clarification of the term knowledge itself.

Information as part of knowledge changes the recipients' perception, the way they understand facts and events, which influences his/her evaluation of situations and behaviour. Information is data and knowledge, which makes a difference in an attitude of decision making (Lavie D,2016). In contrast to data, information is characterised by relevance and purpose. According to Davenport and Prusak, 2013, knowledge is a set of experiences, values, pieces of information which is referred to in context and insight, which is the basis for evaluation and acquisition of new experiences and information.

Therefore this process begins and takes place in the human mind. One does not get knowledge passively, they interpret and adapt it to their situations and perspectives. In an organisation, knowledge is stored not only in documents or special databases but also in organisational routines, processes, practices, and norms. New knowledge with knowledge sharing can influence individuals to achieve organisational goals. With the existence of knowledge sharing, it is expected that individuals can achieve work following these

predetermined standards. The ability to innovate will emerge the more effective and efficient work methods (Asegaff et al., 2015).

The RBV theory views the company as a collection of resources and strengths owned by the company. RBV is focused on the company's ability to maintain a combination of resources that cannot be owned or built in the same way by competitors. The RBV assumption is how a company can compete with other companies to gain a competitive advantage in managing its resources, according to the company's capabilities. The RBV theory states that sustainable competitive advantage rests on valuable organisational resources.

The point of view in this study is on the ability of organisational resources to absorb and share various types of information as part of knowledge sharing. Furthermore, this research will try to see how Knowledge Sharing Behavior can bring development for individual innovation capability of small-medium industry (IKM) of woven clothes in Bali. As entrepreneurs in the woven clothes industry, companies must be able to adapt to the volatility of environmental changes. Knowledge sharing activities take place, such as sharing new ideas, new techniques, experiences, and all things that can increase individual innovation capability.

From this article researchers want to find out to what is the extent of the impact of knowledge sharing behavior on the development of individual innovation capability at Bali Province's Small and Medium Industries (IKM) woven cloths. The point of view in this study is on the ability or organisational resources to absorb and share information as part of knowledge sharing and how Bali's knowledge sharing behavior can impact individual innovation capability for Small and Medium Enterprises (IKM) of woven cloth in Bali.

Literature Review

Knowledge-Based View (KBV)

RBV explains the company as a collection of resources and strengths owned by the company. RBV focused on the company's ability to maintain a combination of resources that cannot be owned or built by competitors. The difference in resources and the company's ability will provide a competitive advantage for the organisation. The RBV assumption is how a company can compete with other companies to gain a competitive advantage in managing its resources according to the company's ability. The RBV theory states that sustainable competitive advantage rests on valuable organisational resources. Internal resources and capabilities influence the determination of strategic choices made by the company when competing in its external business environment. Resources must meet the "VRIN" criteria to provide a competitive advantage and sustainable performance.

On the other hand, Knowledge-Based View (KBV) is a new extension of the company's resource-based view (RBV) which provides strong theoretical support for intellectual capital. KBV comes from the RBV and shows that knowledge in its various forms is the resource for the company. Knowledge-Based Theory identifies in knowledge, which is characterised by scarcity and is difficult to transfer and replicate, is an important resource for achieving competitive advantage in the face of competition. The capacity and effectiveness of companies in generating, sharing, and conveying knowledge and information determine the value produced by the company as the basis for the company's sustainable competitive advantage (Eisenhardt, 2014, Bontis, 2002; Choo and Bontis, 2002).

The interpretation of knowledge as a resource forms a theoretical relationship between the RBV and KBV (Wang S, 2010). The company KBV is a derivative of the company RBV. (Malerba and Orsenigo, 2000). KBV reveals that changes in fundamental economic value are due to the cumulative and availability of knowledge. Changes in the structure of productive paradigms (Carneiro, 2003). Paradigma changes in the economic value of products of tangible assets to intangible assets (Davenport, 2013).

Knowledge Sharing

Knowledge sharing is a systematic process in sending, distributing, and disseminating knowledge and multidimensional contexts of a person or organisation to other people or organisations who need it through varied methods and media (Blyler, M, 2014). Knowledge sharing is divided into two types, namely tacit knowledge, and explicit knowledge. Tacit knowledge is the knowledge that remains in the minds of humans in the form of intuition, judgment, skills, values, and beliefs that are very difficult to formalise and share with others. Based on the understanding, the tacit knowledge is categorised as personal knowledge or in other words the knowledge obtained from individuals. The experience that each individual has gained naturally varies based on unpredictable situations and conditions.

Explicit knowledge is the knowledge that can or has been codified in the form of documents or other tangible forms so that it can be easily transferred and distributed using various media. Explicit knowledge is formal and systematic which is easy to communicate and share (Carrillo et al., 2015). The application of explicit knowledge is easier because the knowledge obtained is in the form of written or documented statements so that each individual can learn independently.

Individual Innovation Capability

Individual innovation capability has 3 indicators as follows:

- 1) Personality characteristics are the overall way an individual reacts and interacts with other individuals and is most often described in terms of measurable traits shown by someone.
- 2) Individual behaviour is when an individual reacts in doing something or the way a person acts on an activity using the skills possessed.
- 3) The output is something that is obtained from an activity or something that is faced by the business undertaken.

Methodology

Knowledge sharing is a systematic process in sending, distributing, and disseminating knowledge and the multidimensional contexts of a person or organisation to other people or organisations who need it through varied methods and media (Chien, S.Y, 2012). Knowledge sharing is divided into two types, namely tacit knowledge, and explicit knowledge. According to Li, D.Y, 2014, tacit knowledge is the knowledge that stays in the human mind in the form of intuition, judgment, skills, values , and beliefs that is very difficult to formalise and share with others. Based on the understanding, the tacit knowledge is categorised as personal knowledge or in other words the knowledge obtained from individuals. The experience that each individual has gained naturally varies based on unpredictable situations and conditions.

Explicit knowledge, on the other hand, is the knowledge that can or has been codified in the form of documents or other tangible forms so that it can be easily transferred and distributed using various media. Explicit knowledge is formal and systematic which is easy to communicate and share (Carrillo et al., 2015). The application of explicit knowledge is easier because the knowledge obtained is in the form of written or documented statements so that each individual can learn it independently.

According to Lin, C.P. (2017) individual innovation capability has 3 indicators as follows:

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Small and Medium Industry (IKM) of woven cloths in Bali Province presents two main reasons to be used as the first research object: knowledge sharing is very important for this small industry to encourage knowledge-sharing behavior through the formation of forums and discussion teams. This research chose to examine the knowledge sharing variable on its



influence on the individual innovation capability variable because the knowledge sharing variable has the potential to be the variable that affects the individual innovation capability so that it is finally able to encourage the development of weaving small and medium industries (SMEs) as a supporting industry for tourism in the Province of Bali.

Hypothesis 1: Knowledge Sharing Behavior is related to individual innovation capability at small-medium industry (IKM) of woven cloths in Bali

Hypothesis 1A: Tacit Knowledge relates to Individual Innovation Capability at small-medium industry (IKM) woven cloths in Bali

Hypothesis 1B: Explicit Knowledge is related to Individual Innovation Capability at small-medium industry (IKM) of woven cloths in Bali

This is quantitative research which uses a research method that emphasises aspects of measuring objectively the social phenomena. To measure, each social phenomenon is described in terms of several problem components, variables, and indicators. The purpose of quantitative research is to develop and use mathematical models, theories, or hypotheses relating to natural phenomena. The measurement process is a central part of quantitative research because it provides a fundamental relationship between empirical observation and mathematical expression of quantitative relations. In quantitative research, the researcher develops concepts and collects facts, and tests hypotheses.

When observed from the data source, the data collection can use primary sources. Primary sources are data sources that directly provide data to data collectors. Furthermore, when viewed in terms of methods or data collection techniques, then data collection techniques can be done by questionnaire. A questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to be answered. In this study, the authors used a questionnaire with closed question types.

This study uses correlation analysis techniques. The Correlation Test is a term commonly used to describe the presence or absence of a relationship with something else. Correlation analysis is a way or method to find out whether there is a linear relationship between variables. If there is a correlation, the changes that occur in one of the variables (X) will result in changes in other variables (Y).

Discussion

To ensure each question item used in the study meets the statistical requirements, a validity test is required. On the other hand, to ensure that each question item used in the study has an element of consistency, it is necessary to have a reliability test.

The other part reliability analysis uses Cronbach's Alpha coefficient. The reliability test results for the knowledge sharing behaviour variable with the results of Cronbach's alpha is 0.933 which is higher than 0.06 which states the knowledge sharing behaviour variable is reliable. Cronbach's Alpha value of the Individual Innovation Capability variable is 0.909 and this value is greater than 0.06. This means that this variable is reliable.

Table 1: Validity Test Variable Tacit Knowledge

No	Variable tacit Knowledge	Corrected Item Total Correlation	Inf.
X1_01	I and my small-medium industry entrepreneurs woven clothes often share experiences	.533	Valid
X1_02	There is support from small-medium industry woven clothes entrepreneurs supporting active participation in the skills socialisation	.480	Valid
X1_03	I often share skills in making products	.587	Valid
X1_04	The small-medium industry community often does joint activities in sharing experiences	.433	Valid
X1_05	I know of the many resources and then share the information to the community	.434	Valid
X1_06	I consider knowledge from outsiders very important for the development of my skills and business	.493	Valid
X1_07	I have a potential for innovation that I haven't yet released	.769	Valid
X1_08	I discussed with my community to exchange ideas.	.704	Valid
X1_09	I often help other community member entrepreneurs following the experience I have	.757	Valid
X1-10	I find it easy to share experiences with the IKM business group meetings.	.681	Valid

Table 2: Validity Test Variable Explicit Knowledge

No	Variable Explicit Knowledge	Corrected Item Total Correlation	Inf.
X2_01	I produced actions and experiences into concepts or models that can be understood by other entrepreneurs	.529	Valid
X2_02	I store information in a media that can be accessed and applied by other entrepreneurs	.721	Valid
X2_03	I share my knowledge and skills with small-medium industry entrepreneurs through the media	.562	Valid
X2_04	I have my notes about work that can be read by other community members	.654	Valid
X2_05	Small medium industry woven clothes' community provides facilities to share knowledge	.750	Valid
X2_06	Woven clothes' community provides materials for the development of business skills	.685	Valid
X2_07	I can easily find documents for developing a legal business	.662	Valid
X2_08	I have a special place for important doc	.661	Valid
X2_09	I keep a doc that can be accessed and ready for publication	.631	Valid
X2_10	I access the doc through a computer network	.695	Valid

Table 3: Validity Test Variable Personality Characteristics

No	Variable Personality Characteristics	Corrected Item Total Correlation	Inf.
Y1_01	I start changes from myself	.731	Valid
Y1_02	I discussed with my fellow IKM entrepreneur's woven clothes so they could do their jobs well	.550	Valid
Y1_03	I accept criticism and suggestions that build performance	.490	Valid
Y1_04	I do something like an innovation	.602	Valid
Y1_05	I will try my best for every assignment	.496	Valid

Table 4: Validity Test Variable Behavior

No	Variable Behavior	Corrected Item Total Correlation	Inf.
Y2_01	I often do innovation outside the normal workflow	.648	Valid
Y2-02	I love to try something new	.702	Valid
Y2_03	I am happy to give another community member any suggestions	.652	Valid
Y2_04	I am happy to help another community member to solve their problems	.527	Valid
Y2_05	The community member appreciated my ideas	.611	Valid

Table 5: Validity Test Variable Output

No	Variable Behavior	Corrected Item Total Correlation	Ket
Y3_01	The community provides facilities to accommodate the ideas	.454	Valid
Y3_02	I always finish work on time	.394	Valid
Y3_03	Entrepreneurs of small-medium industry always provide facilities that support improvisation	.578	Valid
Y3_04	I and my fellow entrepreneurs often exchange opinions about a solution to the problem	.494	Valid
Y3_05	I like to get things done by my way	.438	Valid
Y3_06	I was involved in product development	.512	Valid
Y3_07	I give product improvement suggestions	.558	Valid
Y3_08	I contribute directly to the products that I market	.483	Valid
Y3_09	My idea was accepted in the business community	.552	Valid
Y3_10	I am actively looking for info to build product development	.630	Valid

Table 6: Readability Test Knowledge Sharing Behavior

N of Items	Cronbach's Alpha
20	0.933

Table 7: Reliability Test Individual Innovation Capability

N of Items	Cronbach's Alpha
20	0.909

The description of tacit knowledge, explicit knowledge, personality characteristics behaviour through frequency distribution, and mean score of the Small Medium Industry (IKM) Moven Cloths in Bali.

Table 8: Distribution Frequency dan Mean Score Tacit Knowledge

No.	Question	SA	A	NA	D	SD	MS
1	I and my small-medium industry entrepreneurs of woven clothes often share experiences	23	27	5	0	1	4.27
2	There is support from small-medium industry of woven clothes' entrepreneurs supporting active participation in the skills socialisation	27	25	3	1	0	4.36
3	I often share skills in making products	16	29	8	3	0	4.04
4	The small-medium industry community often does joint activities in sharing experiences	7	38	8	3	0	3.88
5	I know of the many resources and then share the information to the community	8	24	18	6	0	3.61
6	I consider knowledge from outsiders very important for the development of my skills and business	11	41	4	0	0	4.13
7	I have a potential for innovation that I haven't yet released	8	25	16	7	0	3.61
8	I discussed with my community to exchange ideas.	16	31	9	0	0	4.13
9	I often help other community member entrepreneurs following the experience I have	14	35	6	1	0	4.11
10	I find it easy to share experiences with the IKM business group meetings.	12	33	8	3	0	
Overall Mean Score							4.01

The tacit knowledge variable - the total questions that were given to respondents were 10 questions, the highest average value was 4,36, which states that the average respondent strongly agrees that the SME business association and actively supports its members in disseminating knowledge/skills. So it can be said that the association of small-medium industry (IKM) of woven clothes in Bali supports other entrepreneurs to promote skills.

Table 9: Distribution Frequency and Mean Score Explicit Knowledge

No.	Question	SA	A	NA	D	SD	MS
1	I produced actions and experiences into concepts or models that can be understood by other entrepreneurs	12	31	12	1	0	3.96
2	I store information in a media that can be accessed and applied by other entrepreneurs	15	29	10	2	0	4.02
3	I share my knowledge and skills with I have notes about work that can be read by other community members	17	25	13	1	0	4.02
4	small medium industry of woven clothes community provides facilities to share knowledge	11	35	6	4	0	3.95
5	Woven clothes' community provides materials for the development of business skills	19	30	6	1	0	4.20
6	I can easily find documents for developing a legal business	10	30	16	0	0	3.89
7	I have a special place for important docs	19	32	4	1	0	4.23
8	I keep a doc that can be accessed and ready for publication	8	39	8	1	0	3.95
9	I access the doc through a computer network	17	37	1	1	0	4.25
10	I produced actions and experiences into concepts or models that can be understood by other entrepreneurs	23	14	12	7	0	3.95
Accessed Overall Mean Score							4.04

For the explicit knowledge variable, the respondents strongly agree with the value of 4.25, meaning that the respondent keeps training and development documents that can and are ready to be applied. Small Medium Industry (IKM) of woven clothes' entrepreneurs keep documents that are easily accessible and applied by their business partners to increase

knowledge. Then with a value of 4.23 mean, the woven clothes' community provides books that can support training and development. Most of the respondents disagree that entrepreneurs easily get important documents from other entrepreneurs with a value of 3.89.

It can be said that small and medium woven clothes entrepreneurs in Bali have disagreed if the important document of innovation can be easily accessed by other member entrepreneurs. On the other hand, the average respondent also disagrees that their company's records can be easily accessed by other business associates.

Table 10: Distribution Frequency and Mean Score Personality Characteristic

No.	Question	SA	A	NA	D	SD	MS
1	I start changes from myself	26	11	10	9	0	3.96
2	I discuss with my fellow IKM entrepreneur's woven clothes so they could do their jobs well	33	5	8	10	0	4.09
3	I accept criticism and suggestions that build performance	9	29	10	6	2	3.66
4	I do something like an innovation	17	31	6	2	0	4.13
5	I will try my best for every assignment	15	34	3	4	0	4.07

The frequency distribution for personality characteristic variables shows that Small Medium Industry's entrepreneurs have innovation and want to do something without waiting for a necessity. The second-highest average is the value of respondents who are happy to discuss where they can exchange ideas about work problems that are happening and their community members can provide input or suggestions for difficult assignments, while the average respondent disagrees that they received constructive criticism and suggestions from their entrepreneur's communities, while the average respondent disagrees that they received constructive criticism and suggestions from their entrepreneur's communities.

Table 11: Distribution Frequency and Mean Score Behaviour

No.	Question	SA	A	NA	D	SD	MS
1	I often do innovation outside the normal workflow	23	4	27	2	0	3.86
2	I love to try something new	34	6	13	3	0	4.27
3	I am happy to give another community member any suggestions	26	15	14	1	0	4.18
4	I am happy to help another community member to solve their problems	30	7	15	4	0	4.13

5	The community member appreciated my ideas	29	12	13	2	0	4.21
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The frequency distribution and the average behaviour value indicate that some respondents agree to love to try new things. It can be said that the average woven clothes' entrepreneur likes their business and the challenges and so are they happy with new things outside their daily work. And the average respondent does not agree that the respondent likes to provide input for entrepreneurial colleagues. It can be concluded that small-medium industry entrepreneurs still run into trouble when they will notify directly or provide advice directly to their entrepreneurial colleague.

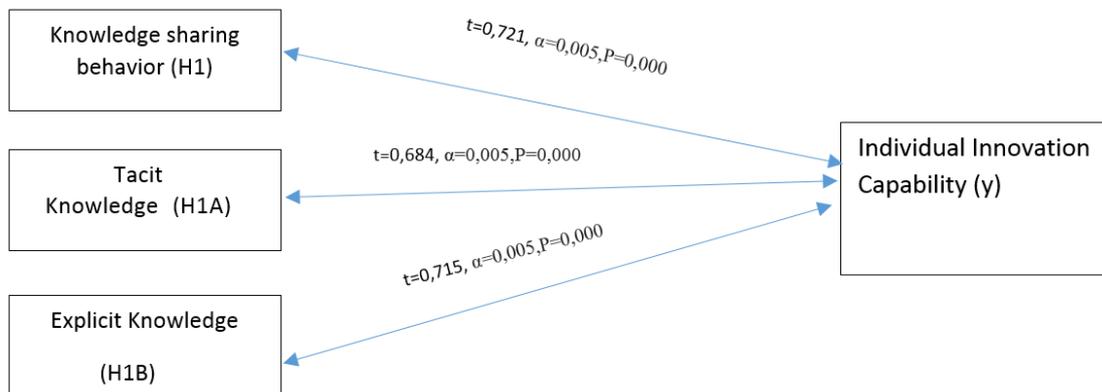
Table 12: Distribution Frequency and Mean Score Output

No.	Pertanyaan	SS	S	KS	TS	STS	MS
1	The community provides facilities to accommodate the ideas	22	17	14	3	0	4.04
2	I always finish work on time	15	28	3	9	1	3.84
3	Entrepreneurs of small-medium industry always provide facilities that support improvisation	15	31	7	3	0	4.04
4	Me and my fellow entrepreneurs often exchange opinions about a solution to the problem	20	15	17	4	0	3.91
5	I like to get things done by my way	28	3	25	0	0	4.05
6	I was involved in product development	32	7	14	3	0	4.21
7	I give product improvement suggestions	22	16	18	0	0	4.07
8	I contribute directly to the products that I market	25	11	20	0	0	4.09
9	My idea was accepted in the business community	19	31	2	4	0	4.16
10	I am actively looking for info to build product development	14	31	8	2	1	3.98
	Overall Mean Score						4.04

Analysis of the influence of knowledge sharing behavior on individual innovation capability is done using the spearman rank correlation test. The positive correlation value (+) shows a positive relationship between knowledge sharing behaviour and individual innovation capability. Rank spearman correlation test results between Knowledge Sharing Behavior and

Individual Innovation Capability shows that the probability value is 0,000. The result value is smaller than the stated level ($p=0,000 < \alpha = 0.05$).

Figure 1. Individual Innovation Capability



Then it can describe the relationship between variable Knowledge Sharing Behavior relationship to Individual Innovation Capability. Based on the Rank Spearman obtained correlation coefficient value is 0.721, namely the existence of a Positive and Very Strong relationship between the variable Knowledge Sharing Behavior to Individual Innovation Capability which is included in the category of very strong (0.71-0.90). Based on the habits of entrepreneurs to share knowledge with other entrepreneurs there is an increase in the ability of entrepreneurs to innovate. This shows that the more frequent meetings of the industry community to share knowledge, the higher the level of the innovation ability of those industry entrepreneurs.

Based on the Rank Spearman correlation test results between Tacit Knowledge and Individual Innovation Capability test results it can be seen that the probability value is 0.000. The opportunity value is smaller than the stated real level ($p = 0.000 < \alpha = 0.05$). namely the relationship between the variables of the Tacit Knowledge relationship with Individual Innovation Capability. Based on the Spearman Rank correlation obtained correlation coefficient value of 0.684, namely the existence of a Positive and Strong relationship between the Tacit Knowledge variable to Individual Innovation Capability. This relationship is shown by the correlation value of 0.684 which belongs to the category of Strong (0.41 - 0.70).

The Bali woven clothes' entrepreneurs' habit which does higher-level knowledge sharing behaviour will influence the higher level of innovation capability that is carried out by entrepreneurs in the industry. Based on the Rank Spearman correlation test results between Explicit Knowledge and Individual Innovation Capability, it can be seen that the probability

value is 0.000. The probability value is smaller than the stated real level ($p = 0,000 < \alpha = 0.05$); there is a relationship between variables Explicit Knowledge relationship with Individual Innovation Capability. Based on the Spearman Rank correlation, it obtained correlation coefficient value of 0.715, namely the existence of a Positive and Strong relationship between the Explicit Knowledge variable and Individual Innovation Capability. This relationship is shown by the correlation value of 0.715 which belongs to the category of Very Strong (0.71 - 0.90). The habit of entrepreneurs sharing knowledge and brainstorming at certain meetings leads to an increase in the ability of entrepreneurs to innovate. This shows that the more often entrepreneurs brainstorm ideas or exchange sources of knowledge, the higher the level of innovation capability undertaken by entrepreneurs in the industry.

The results of this study support Lin's, C.P.,2017, opinion which states that Knowledge Sharing has a significant effect on Individual Innovation Capability. The results of this study also support the opinion of Słocińska, A,2011, that stated the increase in Knowledge Sharing activities will affect the increase in Individual Innovation Capability. Explicit Knowledge Sharing and tacit Knowledge Sharing have a significant effect on the speed and quality of innovation. The application of sharing knowledge and gathering/adding knowledge can improve the ability to innovate (Wang, S. & Noe, R.A.,2010). Applying knowledge sharing in terms of personal experience and knowledge: Sharing personal experience and knowledge helps a lot in increasing the ability of entrepreneurs to come up with new methods/ways of working and improve work processes to be more effective and efficient.

Conclusions

This research has provided an overview of the relationship between Knowledge Sharing Behaviour and Individual Innovation Capability. Knowledge Sharing Behaviour and Individual Innovation Capability have a positive and very strong relationship. The results show that the Knowledge Sharing Behaviour that occurs in small-medium industry woven clothes entrepreneurs in Bali is very strongly related to Individual Innovation Capability. The more often entrepreneurs share knowledge, the higher the ability of individual entrepreneurs in the industry to innovate. Conversely, if the level of Knowledge Sharing Behavior is low, the lower the Individual Innovation Capability.

Tacit Knowledge and Individual Innovation Capability have a positive and strong relationship. The results of analysis and testing show that tacit knowledge found in woven clothes entrepreneurs in Bali is strongly related to Individual Innovation Capability that occurs in the industry. So that if entrepreneurs apply and share their tacit knowledge, entrepreneurs will also regenerate ideas that lead to innovation to help the development of the industry. Explicit Knowledge and Individual Innovation Capability have a positive and very strong relationship.



Limitations

Considering that the independent variables in this study are very important in influencing organisational performance, it is expected that the results of this study can be used as a reference for future researchers to develop this research by considering other variables which are outside the variables included in this study.

For Further Research

It is expected that the woven clothes community can maintain and improve Knowledge Sharing, because the Knowledge Sharing variable has a significant effect on Individual Innovation Capability. If Knowledge Sharing is improved, it will make it easier for the community to access knowledge and learn it, so that it will increase the ability to innovate and improve organisational performance.

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