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Analysis of Knowledege Sharing in Improving Team Performance at Ibnu Sina Hospital

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Abstract: This research was conducted with the aim of: (1) analyzing the direct influence of knowledge sharing on team performance, (2) analyzing the direct influence of knowledge sharing on structure mechanisms, (3) analyzing the indirect influence of knowledge sharing on performance through structure mechanisms.

This research uses primary data through a survey of 135 members as a sample from the total number of employees of 400 people. The survey was conducted for 2 (two) months, namely December to January 2024. The data was analyzed using the WarpPLS program.

The research results show that: (1) The influence of knowledge sharing has a direct effect on team performance, (2) knowledge sharing has an indirect effect on team performance through structure mechanisms.

Keywords: Knowledge Sharing; Structure Mechanism; Team Performance

A. Introduction

Organizational development requires human resources Organizations that are professional in managing organizational systems and mechanisms against existing resources to support flexible responses to changes, human resources are a vital component for a company, because human resources are the main implementers of managerial and operational activities in the company. For this reason, professional resources are the assets of the organization, Smith & Skousen (1989), Hendriksen (1995), Stice (2004), Hararhap (2008). Therefore, the maintenance of human resources in the company is an important factor for the company so that activities in the company can run efficiently and effectively, so that the company will be able to achieve its goals. This relationship or relationship between employees and management is able to produce an output, namely good employee work quality and of course will make the company more advanced and develop well.

The quality of competitive employee work is able to adapt to changes in the very dynamic environment to the creation of a new work environment that is more adaptive so that the environment and customers insist (Daft, 2003). In addition, every company or organization must be able to compete globally, meeting very high standards. In the era of knowledge-based economy, it is becoming increasingly important for higher education institutions

to create vast resources and strengthen sharing mechanisms for better quality of education (Pausits & Pellert, 2009). Therefore, every agency or organization must be able to apply knowledge in accordance with its competence. So that the ability to share knowledge can improve team performance in achieving company goals.

The quality of collaboration and the performance of inter-part teams within an agency or organization is highly dependent on the function of sharing knowledge in a collaborative team (Louis, 2006; Mohammadi, Yeganeh, & Rad, 2010). Performance also reflects the attitude of cooperation, competence, and culture in each institution towards patients and team members. As with any professional community, structural mechanisms are always present in the institution towards patients and even among members of sections in hospitals with different social statuses. Such structural mechanisms, such as service administration systems, usually have a service impact on the quality of interaction and collaboration achievements (Jehn & Chatman, 2000). In addition, knowledge sharing in service has an impact on team performance as an important dominating factor during the service process (Birx, Lasala, & Edd, 2011).

Achievement of performance through team performance in an organization needs to assess the impact of behavior, groups and structures on behavior in the organization with the intention of applying knowledge to improve organizational effectiveness (Robbins, 1996). Behavior in an organization comes from 2 sources, namely: individuals and groups. Group behavior and interpersonal influence also give power over organizational performance. As the business environment changes more and more strictly, creativity and innovation have become the main and routine activities for hospitals.

Creativity and innovation in knowledge management is the formalization of access to experience, knowledge that can create new capabilities, superior performance, increase innovation and customer value. Beckman (1997) in Liebowitz (1999). A major concern in knowledge management is often to link staff to systems used in knowledge transfer and distribution with the use of technology. This is the interaction between the three main elements in knowledge management, namely knowledge, people and technology.

Based on theoretical knowledge and combined with previous practical observations about Knowledge Management and the work performance of the health worker team to be able to analyze and evaluate the performance of health worker services, an analysis model is offered, "Knowledge Management Study on the work performance of the health worker team". Cooperation is carried out by a team more effectively than working individually. According to West (2002), There has been a lot of research that proves that group cooperation leads to better efficiency and effectiveness. This is very different from work carried out by individuals.

In addition to the above advantages, cooperation can also stimulate a person to contribute to his or her group, as Davis (in Dewi, 2006) stated that, Cooperation is the mental and emotional involvement of people in a group situation that encourages them to contribute and take responsibility in achieving organizational goals. A number of literatures show that knowledge has become the focus of competitive advantage (Connor & Pralahad, 1996).

Knowledge is said to be a valuable intangible asset to create and maintain benefits for individuals and organizations (Baardsen, 2011). Knowledge sharing in organizations is very important to improve organizational performance and innovation (Noor & Salim, 2012; Thomas, 2005). Currently, many countries in Europe, America, Africa, and Asia are facing the problem of brain drain where many knowledgeable and highly skilled workers leave the organization. Knowledge is not shared effectively across organizations (Keyes, 2008; Kwakye & Md Nor, 2011). Thus, organizations that fail to share knowledge effectively face problems by dealing with low productivity (Fouzia Akram & Rahat Bokhari, 2011; Ngah & Jusoff, 2009), struggling with competitive advantage (DeNisi et al., 2003), dealing with low innovation initiatives (Gold et al., 2001; Fen Lin, 2007), and its impact on the mission and strategic goals of the

organization (Davidson et al., 2009) 2007). All these consequences are due to the emotional intelligence that occurs in the organization.

Knowledge Sharing Behavior (KSB) is very important for an organization to function functionally. This is one of the Knowledge Management (KM) Initiatives if you want to maintain it as a culture in an organization. Knowledge Sharing Behavior can be defined as individuals distributing their acquired knowledge in society (Ryu et al., 2003), a deliberate act that makes knowledge reusable by others through knowledge transfer (Lee & Al-Hawamdeh, 2002). It is the process of giving and receiving knowledge (Hooff & Ridder, 2004), the act of exchanging ideas through deliberation to create new knowledge (Hislop, 2002), and the contribution of workers to improving performance and utilizing innovation (Chen, 2001). It is also a process in which individuals exchange their knowledge and ideas through discussion to create new knowledge or ideas (Alam et al., 2009).

The various phenomena in this study are to explore the relationship between knowledge sharing factors, and structural mechanisms regarding team performance during the process of inter-institutional work collaboration in a hospital institution that has a management system that conflicts between one part and another which is the competency part of each part that requires a high level of knowledge sharing in performance management. Performance management requires a reliable level of cooperation in producing performance that has implications for the performance of hospital institutions. In the last decade in particular, hospitals and technicians at the health service level in Indonesia have grown rapidly in 2023 the number of public hospitals in Sulawesi Sewlatan Province is 59 (Central Statistics Agency, 2022). Rapid growth in terms of health services, as a result of which unprepared human resources can threaten the quality of health services. The level of knowledge can reduce the quality of health services from the performance of hospital staff. To integrate existing resources, employee performance must be maximized. A series of policies and operational standards for hospital work need collaboration between parts of the hospital so that parts of the hospital can create a performance team in health services from limited resources.

The quality of service to the community is highly dependent on the individual actors and the system used". Doctors, nurses, and medical and non-medical support personnel who are on duty in hospitals must understand how to serve customers well. This satisfaction can be achieved by improving the quality of services, including nursing services. The quality of nursing services over the past few decades has been in the public spotlight considering that nursing human resources still need to be managed and improved in various components, including education levels, mindset, personal knowledge, reward systems, and the ability to use supporting facilities such as information technology. All the weaknesses of the components mentioned above can be minimized by strengthening the health worker management system.

Based on the above problems, the author is interested in conducting a study and analysis of the performance of the work team in a study entitled "Analysis of Knowledge Sharing on the Performance of the Team through the Structure Mechanism at Ibnu Sina Hospital Makassar".

B. Materials and Methods

Type of Research

The approach in this study is to use a quantitative approach. The Quantitative Approach is an approach that in the research proposal, process, hypothesis, going to the field, analyzing data and concluding data until it is written using aspects of measurement, calculation, formula and certainty of numerical data.

Research Location

This research was carried out at Ibnu Sina Hospital Makassar with the time needed to carry out this research is planned for 2 (two) months from November 2023 to January 2024.

Population and Sample

This study is a case study conducted on the number of health workers at Ibnu Sina Hospital Makassar.

1. The population is health workers who are in the scope of work of Ibnu Sina Hospital Makassar. In this study, the population is 400 health workers (2023 data).
2. The number of respondents in this study was 135 Health Workers, as well as this number became respondents in the study. With a sampling technique, namely using the Slovin formula.

Data Collection Techniques

The data collection methods used in this study are as follows:

1. Observation is a technique used to make direct observations on the object being studied.
2. Interviews are a method of collecting data by interviewing sources of information, authorities, or knowledge and can provide valid information about the ins and outs of the incident questioned by the interviewer.
3. Documentation to find data on variables whose data collection is in the form of transcript notes, newspapers, magazines, agendas and so on. This research was carried out in order to improve the Performance of the Health Officer Team at Ibnu Sina Hospital Makassar.
4. Questionnaire is a data collection technique by asking a list of questions to respondents related to research variables. This questionnaire was given to all respondents at Ibnu Sina Hospital Makassar.

Types and Data Sources

This research is a case study, so the types of data used are:

1. Qualitative data, which is data in the form of information or information obtained and presented in non-numerical form. The data was taken from a questionnaire distributed to health officers of Ibnu Sina Hospital Makassar
2. Quantitative data, namely data obtained and presented in the form of questionnaires and managed with numbers to obtain information documents from each participant and other references relevant to the study to be researched.

Meanwhile, the data sources used in this study consist of:

3. Primary data is data obtained from the results of direct research in the field obtained through observation, distribution of questionnaires (list of questions) submitted to respondents.
4. Secondary data is data obtained from the research site, including published or unpublished data. Of course, this data is related to the institution and related to knowledge sharing, structural mechanisms, and the performance of teams and other supporters.

Data Analysis Techniques

Data analysis was carried out using the Partial Least Square (PLS) method using SmartPLS software version 4.0, with the following steps:

1. Measurement Model or Outer Model

a) Validity Test

Validity tests are used to assess the validity of a questionnaire or not. The questionnaire is said to be valid if the questionnaire questions are able to reveal something measured by the questionnaire. There are several stages of testing that will be carried out, namely through *convergent validity, average variance extracted* (AVE), and *discriminant validity tests*.

b) Reliability

Reliability tests are used to measure the consistency of measuring tools in measuring a concept or measuring the consistency of respondents in answering statement items in questionnaires or research instruments. To test reliability, it can be done through *composite reliability*, a variable can be said to be reliable when it has a *composite reliability value* ≥ 0.7 Sekaran, (2017).

2. Structural or Inner Model

Model Inner model (*inner relation, structural* model and *substantive theory*) describes the relationship between latent variables based on substantive theory. The structural model was evaluated using R-square for the dependent variable, Stone-Geisser Q-square test for predictive elevation and t-test as well as the significance of the structural path parameter coefficient. In addition to looking at the R-square value, *the Partial*

Least Square (PLS) model is also valzed by looking at *the predictive Q-square* relevance for the constructive model. Q square measures how well the observation value is generated by the model as well as the estimation of its parameters.

3. Hypothesis Testing
   Hypothesis testing by looking at the value of *Path Coefficient* in the inner model test. A hypothesis is said to be accepted if the statistical value is greater than the table 1.96 (α 5%), which means that if the statistical value of each hypothesis is greater than the table t, it can be declared accepted or proven.

C. Result and Discussion

Descriptive Statistics of Each Variable

Descriptive statistics of research variables provide an overview or option of a data. The descriptive statistics in this study are seen from the minimum (Min), maximum (Max), mean and standard deviation (SD). The sample data used in this study was 135 respondents. Based on the data collected, the results of the respondents' answers will be explained as shown in the following table:

Table 1
Descriptive Statistics

Variable	Minimum	Maximum	Mean	Std. Deviation
Knowledge Sharing	2.00	5.00	3.45	0.74
Structure Mechanism	2.13	4.88	3.53	0.71
Tim *Performance*	2.38	4.75	3.54	0.53

Based on the table above, it can be seen that the 135 research samples used in this study, the Knowledge Sharing variable is an independent variable (X1) has a minimum value of 2.41 and a maximum of 4.5 is the average of the answer scale value and the average value is 3.49, meaning that Knowledge Sharing, when shared with the number of questions in the questionnaire about the X1 vaiabel as many as 16 items, will produce 3.49 which is close to 4 which means the average response respondents to Knowledge Sharing with a high category (average between 3.41 – 4.20)

Structure Mechanism is a variable that has a minimum value of 2.13 and a maximum of 4.88 is the average of the answer scale value and an average value of 3.53, meaning that the Stucture Mechanism when divided with the number of questions in the questionnaire about the Y1 vaiabel as many as 8 items will produce 3.53 close to 4 which means the average response of respondents to the Stucture Mechanism with a high category (average between 3.41 – 4.20)

The Performance Team is a variable that has a minimum value of 2.38 and a maximum of 4.75 is the average of the answer scale value and the average value of 3.54 means that the Performance Team, when distributed with the number of questions in the questionnaire about the Y2 vaiabel as many as 16 items, will produce 3.54 which is close to 4 which means the average response of the respondents to the Performance Team with a high category (average between 3.41 – 4.20).

2. Instrument Validity and Reliability Testing

a. Instrument Validity Testing

Table 2
Validity Test Results

Variable	**Item**	**r-count**	**Results**
Knowledge Sharing (X1)	Y1.1	0.682	Valid
	Y1.2	0.632	Valid
	Y1.3	0.709	Valid
	Y1.4	0.626	Valid
	Y1.5	0.702	Valid
	Y1.6	0.664	Valid
Stucture Mechanism (Y1)	Y3.1	0.614	Valid

Variable	Item	r-count	Results
	Y3.2	0.596	Valid
	Y3.3	0.536	Valid
	Y3.4	0.688	Valid
	Y3.5	0.669	Valid
	Y3.6	0.653	Valid
	Y3.7	0.588	Valid
	Y3.8	0.683	Valid
Tim Performance (Y2)	Y4.1	0.571	Valid
	Y4.2	0.501	Valid
	Y4.3	0.376	Valid
	Y4.4	0.421	Valid
	Y4.5	0.473	Valid
	Y4.6	0.416	Valid
	Y4.7	0.456	Valid
	Y4.8	0.484	Valid
	Y4.9	0.484	Valid
	Y4.10	0.552	Valid
	Y4.11	0.466	Valid
	Y4.12	0.399	Valid
	Y4.13	0.538	Valid
	Y4.14	0.556	Valid
	Y4.15	0.401	Valid
	Y4.16	0.552	Valid

This study uses a questionnaire to obtain data. Some parts of the questionnaire are perceptions with the Likert scale. For this reason, it is necessary to test whether the data of the questionnaire results is valid (valid) and reliable (reliable). Instrument validity testing using Pearson Correlation analysis tools. If the Pearson correlation value (r) is greater than 0.30, it indicates that the item is valid and worthy of exclusion at a later stage. Conversely, if the Pearson correlation value (r) is less than 0.30, it indicates that the item is invalid. Meanwhile, the reliability of the instrument was tested with the Alpha Cronbach analysis tool. If the value of the alpha coefficient of cronbach is above 0.60 indicates a reliable instrument

b. Reality Testing

Reliability testing is carried out statistically, namely by calculating the magnitude of Cornbarh's Alpha.Reliability tests are used to measure a questionnaire that is used as an indicator of variables. If the resulting alpha coefficient ≥ 0.6, then the indicator is said to be reliable. The results of the reliability test are as follows

Table 3
Reality Test

Variable	Alpha Coefficient Standards	Cronbach's Alpha	Information
Knowledge Sharing (X1)	0,6	0,753	Reliable
Stucture Mechanism (Y1)	0,6	0,782	Reliable
Tim Performance (Y2)	0,6	0,774	Reliable

The table above shows that the reliability value of all variables ≥ 0.6. This means that the measuring tools used in this study are reliable or trustworthy. Thus, the questionnaire is feasible to be distributed to 135 respondents in this study. Based on the table above, it can be seen that all indicators in each variable have an absolute correlation value of r greater than 0.30 so that the research instrument is declared valid. Meanwhile, the alpha Cronbach value for all variables is greater than 0.60.

3. Outer Model of WarpPLS Analysis Results

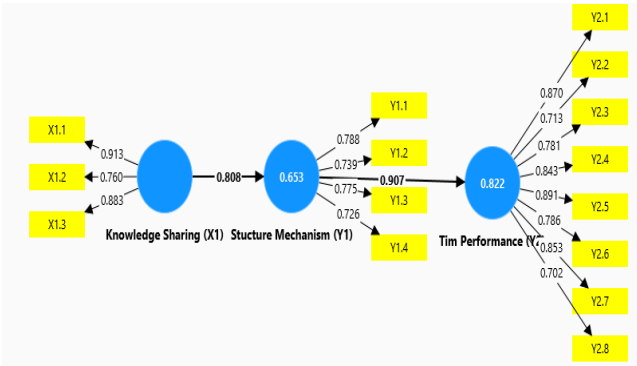

Figure 1. *Algorithm* in smartpls 4.1

a. *Knowledge Sharing (X1)*

Table 4
Results of Testing Knowledge Sharing Variable Forming Indicators

Indicator	*Outer Loading*	*p-value*
X11	0.913	> 0.7
X12	0.760	> 0.7
X13	0.883	> 0.7

Of the three indicators of the Knowledge Sharing variable (X1), the X12 indicator is the most dominant indicator measuring the Knowledge Sharing variable (X1). This shows that the High Knowledge Sharing (X1) variable is mainly due to the Continuous Competitive Advantage indicator (X12).

b. *Stucture Mechanism (Y1)*

Table 5
Test Results of Stucture Variable Forming Indicators

Indicator	*Outer Loading*	*p-value*
Y11	0.788	> 0.7
Y12	0.739	> 0.7
Y13	0.775	> 0.7
Y14	0.726	> 0.7

Of the four indicators of the Structure Mechanism variable, the Rational Program indicator (Y13) is the most dominant indicator measuring the Stucture Mechanism variable. This shows that the Stucture Mechanism variable is high mainly due to the Rational Program indicator (Y13).

c. *Team Performance (Y2)*

Table 6
Test Results of Stucture Variable Forming Indicators

Indicator	*Outer Loading*	*p-value*
Y21	0.870	> 0.7
Y22	0.713	> 0.7
Y23	0.781	> 0.7
Y24	0.843	> 0.7
Y25	0.891	> 0.7
Y26	0.786	> 0.7
Y27	0.853	> 0.7
Y28	0.702	> 0.7

Of the three variable indicators, the Y21 indicator is the most dominant indicator measuring the Performance Team variable. This shows that the High Performance Team variable is mainly due to the Role Identity indicator (Y41).

4. Inner Model of WarpPLS Analysis Results

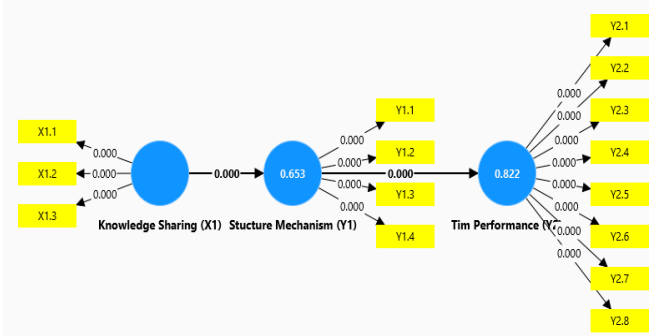

Figure 2. *Bootstrapping Results in SmartPLS* 4.1

a. Direct Influence Testing

Table 7
Results of Hypothesis Testing in Inner Model in WarpPLS

Relationship	**Path Coefficient**	***p-value***	***Information***
Knowledge Sharing (X1) →*Structure Mechanism* (Y1)	0.298	<0.001	Significan
***Knowledge Sharing* (X1) → Tim *Performance* (Y2)**	**0.138**	**0.050**	**Significant**
Structure Mechanism (Y1) → Tim *Performance* (Y2)	0.361	<0.001	Significant

In the test of the direct influence of Knowledge Sharing on the Structure Mechanism, a coefficient value of the path coefficient value of 0.298 was obtained, with a p-value of <0.001. Because the p-value is <0.05, there is a significant direct influence between Knowledge Sharing and the Structure Mechanism. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Structure Mechanism.

In the test of the direct influence of Knowledge Sharing on the Performance Team, a coefficient value of 0.138 was obtained, with a p-value of 0.050. Since the p-value is equal to 0.05, there is a significant direct influence between Knowledge Sharing and the Performance Team. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Team Performance.

In the test of the direct influence between Knowledge Sharing (X1) on the Performance Team (Y2), a path coefficient value of 0.270 was obtained, with a p-value of <0.001. Because the p-value < 0.05, there is a significant direct influence between Knowledge Sharing (X1) and Team Performance (Y2). Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Team Performance.

In the test of the direct influence between the Structure Mechanism (Y1) on the Performance Team (Y2), a path coefficient value of 0.361 was obtained, with a p-value of <0.001. Because the p-value < 0.05, there is a significant direct influence between the Structure Mechanism (Y1) and the Performance Team (Y2). Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Structure Mechanism, the higher the Team Performance.

b. Indirect Influence Testing

Table 8
Results of Testing the Indirect Influence of the Inner Model in WarpPLS

Mediation	**Influence Testing**	**Coefficient**	**p-value**	**Information**
Y1	X1 terhadap Y1	0.106	0.038	Significant
Y2	X1 terhadap Y2	0.361	<0.001	Significant

The indirect influence of Knowledge Sharing (X1) on the Performance Team (Y2) through Knowledge Sharing (X1) has a coefficient value of 0.106 with a p-value of 0.038. Because the p-value (0.038) < 0.05, the influence of Knowledge Sharing mediation is significant. Considering that the value of the coefficient with a positive sign means that the higher the value of Knowledge Sharing, the greater the influence of Knowledge Sharing on the Performance Team. Thus, Knowledge Sharing is a mediation variable between Knowledge Sharing and the Performance Team.

The indirect influence of Knowledge Sharing (X1) on the Performance Team (Y2)

through the Structure Mechanism (Y1) has a coefficient value of 0.108 with a p-value of 0.036. Because the p-value (0.036) < 0.05, the influence of the Structure Mechanism mediation is significant. Considering that the value of the coefficient with a positive sign means that the higher the value of the Structure Mechanism, the greater the influence of Knowledge Sharing on the Performance Team. Thus, the Structure Mechanism is a mediating variable between Knowledge Sharing and the Performance Team.

Discussion

The Discussion section describes and theoretically analyzes the results of triangulation between descriptive analysis, observational facts and secondary data. The causal relationship between exogenous variables and endogenous variables, both direct and indirect relationships mediated by intervening variables and tested through statistical data processing.

The data from the study showed that in general, the team performance in the hospital was descriptively in the good category. The indicators that contribute the highest to team performance in a row are team cohesiveness in working able to improve team performance, team cohesiveness in working has been running continuously, high commitment between individuals in work, good communication between teams is able to support work, homogeneity of members is needed to improve team performance, role identity is clearly visible in carrying out tasks, there is consensus between individuals in achieving team goals, Appropriate information can increase team productivity, Team performance has been effective in improving team cooperation, Emotional intelligence between teams is a powerful weapon to improve team performance, Emotional intelligence between team members runs consistently.

The descriptive Knowledge Sharing variable is in the good category, meaning that people who have good emotional intelligence can improve team performance in the hospital. Successively Able to control my personal emotions in working with a team, Conduct self-evaluation for personal emotions in serving patients, Able to integrate personal emotions to provide the best service, Able to manage personal emotions to maintain planned thinking skills at work, Suppress other people's emotions for work management, Put aside personal relationships at work, Exploit various emotional styles to solve problems in teamwork, Exploiting various emotional styles to solve problems in service, Controlling emotional traits between team members, Using emotional potential in overcoming problems, Able to maintain emotional stability in maintaining the integrity of the teamwork climate, Able to help maintain the emotional stability of teammates, Maintain emotions in order to build team spirit, Maintain emotions in improving team performance, Able to use personal emotional intelligence in building team performance, Able to use personal emotional intelligence in creating a high work culture.

For the knowledge sharing variable at Ibnu Sina Hospital is descriptively in the good category, the indicators that make the highest contribution consecutively are Providing new ideas in the context of improving performance, Using information for knowledge growth at work, Being able to use sustainable competitive advantages, Working teams are able to use innovation at work, Having skills that can be applied at work, Use expertise in working with a team.

For the variable structure mechanism at Ibnu Sina Hospital, it is descriptively in the good category. Existing administrative systems, standard work procedures, work programs can improve effective work systems and work cultures towards improved performance that has implications for team performance. The indicators that made the highest contribution in a row were the clarity of the division of labor in the team, the clarity of the division of labor between one team and another, the hierarchical authority has run well in one work team, the hierarchical authority has run well between the work teams, the program in one team has worked rationally, the work procedure system has been clear, Personal relationships between individuals in a team are conducive, Personal relationships between individuals in each different team are relatively conducive.

a. The Effect of Knowledge Sharing on Team Performance Directly through the Strucure Mechanism, at Ibnu Sina Hospital.

The Effect of Knowledge Sharing on Team Performance

Referring to the data from this study, the knowledge sharing variable empirically has a significant effect on team performance. In the test of the direct influence between Knowledge Sharing (X1) on the Performance Team (Y2), a path coefficient value of 0.270 was obtained, with a p-value of <0.001. Because the p-value < 0.05, there is a significant direct influence between Knowledge Sharing (X1) and Team Performance (Y2). Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive.

This finding indicates that the higher the Knowledge Sharing, the higher the Team Performance. This is in line with the results of research conducted by Mingchan Wu et.al.2014 and Kannaiah (2015) said that emotional intelligence and life balance working together create organizational success and develop competitive advantages for the organization. Emotional intelligence is linked to every point of performance in the workplace and this is especially important today. Therefore, to be successful in life emotional intelligence plays an important role. Another fact is also the finding of Elizabeth (2007) saying that team leaders emotional intelligence is significantly related to the presence of emotionally competent group norms in the team they lead, and emotionally competent group norms are related to team performance. Based on this, the ability to share knowledge in improving team performance is very necessary in an organization, as well as in the sick organization, the ability to share knowledge both with colleagues and to the community, in this case patients, is very necessary. Professional hospital officers, both from doctors, nurses and other medical personnel in the existing work system, need the ability to share knowledge in order to improve team performance which has implications for hospital institutions in general.

The Effect of Structure Mechanism on Team Performance

Referring to the data from this study, the variable structure mechanism empirically has a significant effect on team performance. In the test of the direct influence between the Structure Mechanism (Y1) on the Performance Team (Y2), a path coefficient value of 0.361 was obtained, with a p-value of <0.001. Because the p-value < 0.05, there is a significant direct influence between the Structure Mechanism (Y1) and the Performance Team (Y2). Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive.

These findings indicate that the higher the Structure Mechanism, the higher the Team Performance. In line with the findings of Mingchan Wu et al.2014 and Chung (2011) said that the results show that the positive mood of leaders not only directly improves team performance, but also indirectly leads to an improvement in team performance through the explicit mediation process of the structure of the working mechanism and the implicit mediation process of positive affective teams. The theoretical and practical implications are the discussion. Morgeson (2011) also based on his findings that this view of the structure of inclusive and integrated work mechanisms can help work teams in meeting urgent needs and they can regulate their behavior in serving the achievement of goals. This integrative view of the team's performance allows for the effects of previous research and the identification of useful future research areas.

Another fact is also stated by Greer (2014) that the process of power over time, and how the power structure of the team shapes the interaction of team behavior to ensure appropriate performance. One dynamic process that is potentially important to understand in relation to the structure and outcome of team strength is team power fights. While preliminary research suggests that intrateam power struggles, or related status conflicts, are generally negative for team functioning, including interfering with effective conflict resolution and team performance.

The Indirect Influence of Knowledge Sharing on Team Performance through the Structure Mechanism

Referring to the data from this study, the Knowledge Sharing variable empirically has a significant effect on team performance through knowledge sharing. The data shows that the indirect influence of Knowledge Sharing (X1) on the Performance Team (Y2) through Knowledge Sharing (X1) has a coefficient value of 0.106 with a p-value of 0.038. Because the p-value (0.038) < 0.05, the influence of Knowledge Sharing mediation is significant. Considering that the value of the coefficient with a positive sign means that the higher the value of Knowledge Sharing, the greater the influence of Knowledge Sharing on the Performance Team.

This finding indicates that Knowledge Sharing is a mediating variable between Knowledge Sharing and the Performance Team.this is in line with the research of Mingchan Wu et.al.2014 and Manuel, et al. (2011) that team performance is indirectly influenced by emotional intelligence. Emotional intelligence can improve team performance if employees at work have the ability to share information, knowledge, and understanding. This is in line with the existing system in hospitals that the professional abilities possessed by a doctor, nurse or other medical personnel must always have the ability to convey information and communicate clearly in applying and or sharing knowledge at work.

Referring to the data from this study, the Knowledge Sharing variable empirically has a significant effect on team performance through team conflict. The data shows that the indirect influence of Knowledge Sharing (X1) on Team Performance (Y2) through Team Conflict (Y2) has a coefficient value of 0.361, this value is an inverse effect or weakening team performance with a p-value of <0.001. Because the p-value (<0.001) < 0.05, the influence of team conflict mediation is significant. Given that the value of the coefficient is marked positively inversely from the Likert scale, it means a sema. Another fact also shows that team conflict in the process has a linear relationship with team performance (Schilderman, 2011). The level of the information elaboration team, the level of satisfaction and self-creativity in work shows that in addition to task conflicts, process conflicts have a potentially beneficial effect on team performance.

D. Conclusion

Based on the results of the analysis, the following conclusions were obtained: Starting from the background mentioned above, the main problem is formulated as a research question as follows:

1. There is a significant direct influence between Knowledge Sharing and Team Performance. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Team Performance.
2. There is a significant direct influence between Knowledge Sharing and Structure Mechanism. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Structure Mechanism.
3. There is a significant direct influence between Knowledge Sharing on the Performance Team. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Knowledge Sharing, the higher the Team Performance.
4. There is a significant direct influence between the Structure Mechanism and the Performance Team. Given that the path coefficient is marked positive, it indicates that the relationship between the two is positive. This means that the higher the Structure Mechanism, the higher the Team Performance.

There is a significant indirect influence between Knowledge Sharing on Team Performance through the variable of Knowledge Sharing mediation. Considering that the value of the coefficient with a positive sign means that the higher the value of Knowledge Sharing, the greater the influence of Knowledge Sharing on the Performance Team.

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