


HOW INTERACTION SHOULD TRANSFORM, VALUE BE DEVELOPED TO DRIVE TEAMWORK PERFORMANCE? AN EMPIRICAL RESEARCH IN MERCHANT MARINE COLLEGES

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ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received 31 January 2023</p> <p>Accepted 10 April 2023</p>	<p>Purpose: This study aims to improve the performance of the team in public organizations engaged in education at the merchant marine industry which is enhanced by various concepts, such as knowledge sharing, transformative interaction capability, value oriented development interaction capability.</p>
<p>Keywords:</p> <p>Knowledge sharing, Transformative Interaction Capability, value oriented development interaction capability, Teamwork Performance, Merchant Marine Colleges</p> 	<p>Theoretical framework: Transformative Interaction capability and Value oriented development interaction capability provides a central role in improving team performance based on resource-based theory as a result of the synthesis of this theory carried out by previous researchers (Qamari, et al 2019), (Ferdinand, & Sulistiyani, 2018) providing an interpretation that team members can optimize their capabilities so as to improve teamwork performance.</p> <p>Design/methodology/approach: The model was tested at a merchant college in Indonesia using an exploratory quantitative research design. This study will examine the relationship between the various hypotheses proposed to build a conceptual model. Data were analyzed using Amos 25 software.</p> <p>Findings: The results in the findings of this study indicate that there is a significant relationship that can indicate the existence of a form of academic contribution to improving team performance, namely by the concept of transformative interaction capability, value oriented development interaction capability. To improve the teamwork's performance at the merchant marine college lecturers.</p>

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Research, Practical & Social implications: This study aims to develop a new conceptual model that will contribute to strengthening the theory of resource-based theory practically based on the conceptual model proposed in this study we propose a team performance improvement model.

Originality/value: The value of the study this study, which explains the relationship between antecedents and consequences of value-oriented development interaction capability and transformative interaction capability in improving team performance, has never been studied by previous researchers. The role of these two variables is expected to be a bridge to bridge the influence between knowledge sharing and team performance.

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COMO AINTERAÇÃO DEVE TRANSFORMAR, O VALOR DEVE SER DESENVOLVIDO PARA IMPULSIONAR O DESEMPENHO DO TRABALHO EM EQUIPE? UMA PESQUISA EMPÍRICA EM FACULDADES DA MARINHA MERCANTE

RESUMO

Objetivo: Este estudo visa melhorar o desempenho da equipe em organizações públicas engajadas na educação na indústria naval, que é aprimorada por vários conceitos, como compartilhamento de conhecimento, capacidade de interação transformadora, capacidade de interação de desenvolvimento orientado a valores.

Referencial teórico: A capacidade de interação transformadora e a capacidade de interação de desenvolvimento orientado a valores fornecem um papel central na melhoria do desempenho da equipe com base na teoria baseada em recursos como resultado da síntese dessa teoria realizada por pesquisadores anteriores (Qamari et al, 2019), (Ferdinand, & Sulistiyani, 2018) fornecendo uma interpretação de que os membros da equipe podem otimizar suas capacidades para melhorar o desempenho da equipe.

Desenho/metodologia/abordagem: O modelo foi testado em uma faculdade de comércio na Indonésia usando um projeto de pesquisa quantitativa exploratória. Este estudo examinará a relação entre as várias hipóteses propostas para construir um modelo conceitual. Os dados foram analisados usando o software Amos 25.

Resultados: Os resultados nas conclusões deste estudo indicam que existe uma relação significativa que pode indicar a existência de uma forma de contribuição acadêmica para a melhoria do desempenho da equipe, nomeadamente pelo conceito de capacidade de interação transformadora, capacidade de interação de desenvolvimento orientado a valores. Aprimorar o desempenho da equipe no colégio marítimo de professores.

Pesquisa, implicações práticas e sociais: Este estudo visa desenvolver um novo modelo conceitual que contribua para fortalecer a teoria da teoria baseada em recursos. Praticamente com base no modelo conceitual proposto neste estudo, propomos um modelo de melhoria de desempenho da equipe.

Originalidade/valor: O valor do estudo Este estudo, que explica a relação entre antecedentes e consequências da capacidade de interação do desenvolvimento orientado a valores e capacidade de interação transformadora na melhoria do desempenho da equipe, nunca foi estudado por pesquisadores anteriores. Espera-se que o papel dessas duas variáveis seja uma ponte entre a influência entre o compartilhamento de conhecimento e o desempenho da equipe.

Palavras-chave: Compartilhamento de conhecimento, capacidade de interação transformadora, capacidade de interação de desenvolvimento orientado a valor, Desempenho do trabalho em equipe, faculdades da marinha mercante.

CÓMO DEBE TRANSFORMARSE LA INTERACCIÓN Y DESARROLLAR VALOR PARA IMPULSIONAR EL RENDIMIENTO DEL TRABAJO EN EQUIPO? UNA INVESTIGACIÓN EMPÍRICA EN LOS COLEGIOS DE LA MARINA MERCANTE

RESUMEN

Propósito: Este estudio tiene como objetivo mejorar el desempeño del equipo en organizaciones públicas dedicadas a la educación en la industria del transporte marítimo, que se ve reforzada por varios conceptos, como el intercambio de conocimientos, la capacidad de interacción transformadora, la capacidad de interacción de desarrollo orientada al valor.

Marco teórico: A capacidade de interação transformadora e a capacidade de interação de desenvolvimento orientado a valores fornecem um papel central na melhoria do desempenho da equipe com base na teoria baseada em recursos como resultado da síntese dessa teoria realizada por pesquisadores anteriores (Qamari, et al, 2019), (Ferdinand, & Sulistiyani, 2018) fornecendo uma interpretação de que os membros da equipe podem otimizar suas capacidades para melhorar o desempenho da equipe

Metodología: El modelo se probó en un colegio de comerciantes en Indonesia utilizando un diseño de investigación cuantitativo exploratorio. Este estudio examinará la relación entre las diversas hipótesis propuestas para construir un modelo conceptual. Los datos se analizaron utilizando el software Amos 25.

Hallazgos: Este estudio logró demostrar que las variables utilizadas en este estudio para posicionarse como anti-sedán pudieron mostrar su influencia para trasladar la existencia de una única consecuencia, a saber, el rendimiento del equipo. Esto muestra que hay dos caminos estratégicos para mejorar el desempeño del equipo, a saber, a través del intercambio de conocimientos, la capacidad de interacción transformadora y luego el desempeño del equipo, el segundo camino es el camino del intercambio de conocimientos, la capacidad de interacción transformadora, la capacidad de interacción de desarrollo orientada al valor al desempeño del equipo.

Implicaciones de la Investigación: El valor del estudio Este estudio, que explica la relación entre los antecedentes y las consecuencias de la capacidad de interacción de desarrollo orientada al valor y la capacidad de interacción transformadora para mejorar el desempeño del equipo, nunca ha sido estudiado por investigadores anteriores. Se espera que el papel de estas dos variables sea un puente para unir la influencia entre el intercambio de conocimientos y el desempeño del equipo.

Originalidad/valor: El valor del estudio Este estudio, que explica la relación entre los antecedentes y las consecuencias de la capacidad de interacción de desarrollo orientada al valor y la capacidad de interacción transformadora para mejorar el desempeño del equipo, nunca ha sido estudiado por investigadores anteriores. Se espera que el papel de estas dos variables sea un puente para unir la influencia entre el intercambio de conocimientos y el desempeño del equipo.

Palabras clave: Compartilhamento de conhecimento, capacidade de interação transformadora, capacidade de interação de desenvolvimento orientado a valores, desempenho de trabalho em equipe, faculdades de marinha mercante

INTRODUCTION

Changes in environmental dynamics that are quite aggressive and force organizations to change require teamwork which is considered a medium that is quite effective in encouraging various implementations of personal and group potential processes to make changes to work processes in an appropriate way (Mahony et al., 2012). Team work has been seen as a way of life for the organization where employees will always work effectively (susanto,et.al 2022). The work process adopted in an organization can be viewed as a cognitive as well as effective process. When a process is understood cognitively for team members, they will place an emphasis on the importance of knowledge because knowledge is considered a point of view that can improve the functioning of a team (Susanto et.al , 2022). The process of sharing knowledge and documenting experiences between team members will be able to increase teamwork effectively and efficiently, indirectly the effectiveness of team work will be realized (Camet al., 2017). A work process can be considered as a learning knowledge that is able to provide ways or methods in understanding a goal better and being able to produce an action correctly to achieve that goal this can be realized when a cognitive process can be generated in a teamwork.

When an effective process is used to understand a work process, team members are expected to be involved in the process by having an interest, responsiveness, responsibility, strong motivation, caring and inspiring spirit, even enthusiasm for all the changes that occur to support a Pro's growth.

As presented in a previous study by Watson et al. (1988) knowledge sharing within an organization will occur when a team member's response feels that they have a deficiency related to member responses such as the skills and experience possessed by each team member. Therefore, knowledge sharing across individual work units and teams can be seen as a medium that is able to identify, collect, capture, create new knowledge to increase core work capacity as well as core competencies and problem solving abilities, especially when facing a problem.

Knowledge sharing and processes that provide a way to better understand goals and act appropriately to achieve them. Furthermore, when the work process is understood as an affective process. Team members will then be involved in the work process with feelings of interest, responsibility, responsiveness, enthusiasm, strong motivation, attentive, inspired, enthusiastic about all pro-growth changes as learned in the work seminal in positive and negative influence of Watson et al. (1988). Knowledge sharing in an organization occurs in response to team members lacking skills such as knowledge, skills and experience. Therefore, knowledge sharing across individuals, teams, or work units can be seen as a medium to identify, capture, create, and collect new knowledge to increase work capacity, core competencies, and problem solving abilities, especially in dealing with problems dynamics of environmental change (Wang & Wang, 2012). Various literature reviews that have been carried out have found evidence of inconsistency in research results which show evidence of the contribution of the concept of knowledge sharing to the performance of the study team.

This has been revealed by previous researchers, namely (Han & Beyerlein, 2016; Park & Lee, 2014; Tung & Chang, 2011) a study that conducted by scholars has provided a form of evidence that knowledge sharing not only has a direct impact on team performance but is also capable of producing a further elaboration. That can be related to the relationship between knowledge sharing and team performance has attracted previous researchers to provide a potential. It can improve team performance based on the concept of knowledge management theory and resource based theory. This research uses new concepts that have been previously proposed by several previous researchers through a synthesis process, including the Transformative of interaction capabilities (Qamari, et al, 2019) and value oriented development interaction capability (Ferdinand & sulistiyani, 2018) This study seeks to develop a new conceptual model based on the novelty of the concept to improve team performance. This model was tested at Merchant colleges in Indonesia to provide a reflection on team performance from the organization the public sector in the education sector.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Knowledge Sharing, Transformative Interaction Capability And Teamwork Performance

Studies in knowledge sharing have attracted various previous researchers both at the undergraduate level and their research practitioners to explore more on a social role and the nature and professional role of the importance of the concept of knowledge sharing in improving organizational performance. Knowledge sharing studies have attracted the attention of scholars at least in improving organizational performance (Aubke et al., 2014; Ferdinand & Wahyuningsih, 2018; Matošková & Směšná, 2017; Mueller, 2014; Nesheim & Hunskaar, 2015; Nissen et al., 2014). Sharing knowledge within team members will have an impact on feelings of meaningfulness. In addition, activities related to providing information will have a positive impact on work productivity (Aubke et al., 2014). Knowledge sharing is also considered as an exchange of knowledge between team members through a teaching activity between team members with each other to pass on the knowledge learned and more importantly knowledge sharing. It is not recognized as a tool to increase the innovation of each team member expected able to lead to a better performance achievement (Ferdinand & Sulistiyani, 2018). One of the basic dimensions that is quite essential in the knowledge sharing process is the interaction between organizational members which may be influenced by various factors, including knowledge, attitudes, motivation and skills that will lead to a better performance (Matošková & Směšná, 2017, Pambudi, W. F. et al, 2022). Knowledge sharing will share more knowledge between teams is very important for learning which is quite essential for the whole organization as it is driven by an essence of orientation towards output and having an openness within the team members (Mueller 2014).

Knowledge sharing can be interpreted as a willingness to give others a helping hand or a learning process with others (Chow & Croxton, 2017). Knowledge sharing, both tacit and explicit, can occur at an individual or organizational level through formal or informal media (Noor & Salim, n.d.). Technological developments that currently have facilitated the dissemination of knowledge through various media from collaborative software, such as e-learning online community emails, teleconferencing, both individually and in groups (Qamari, et al 2019). They do not share knowledge not only in the form of communication about various concepts or ideas but also can implement in various forms of strength to meet the needs of members. The organization broadcast success stories and achievements that can be achieved even maybe to solve common problems. Knowledge sharing in the workplace is a form of activity to distribute knowledge both explicitly and tacitly related to knowledge, ideas, experiences, skills and technology across employees, knowledge must be transferable

both vertically and horizontally. During the knowledge sharing process, organizational members should be expected to be able to provide an interaction with each other through face-to-face relationships or non-contact connections through written documents or virtual communities (Al-Zu'bi, 2011). Sharing knowledge in the workplace will really require a variety of understandings about how to manage rather than a conducive working condition and environment. Employees' values and beliefs can be considered as an accumulation of experiences. It can be achieved or not of course directly by employees will be considered as an achievement in itself (Fawcett et al., 1995).

Knowledge sharing can help teams to build a collective mental model and activities. It will positively influence work execution and team coordination which will likely result in higher performance. Thus it can be said that better team performance can be improved through the concept of knowledge sharing with the first reasons being that knowledge sharing can be considered as a medium for strategic decision making and the second (Srivastava, et al. 2006, Dian .W.F, 2022). Something that can be done better and this will be an inspiration and inspiration in teamwork to create a new way of looking at performance improvement. Both teamwork and individual knowledge sharing is a natural aspect of managing a relationship (Qamari, et al 2019). Teamwork is an interaction between members with a common goal that involves various roles of members in the organization to help each other.

The explosion of knowledge sharing is the implementation of the process of interaction and development for knowledge to be able to perform better as proposed by previous researchers (Karpen et al., 2015b). The developing interaction is the ability of organizations to help each other in the development of knowledge within the organization and the competence of individual actors. with new attributes that are perceived by team work members as an added value existence that can lead to increased performance. The concept of value for individual workers is that it can bring up new knowledge and skills, new ways of thinking and new ways of doing things in a new workplace to solve the existence of a bottleneck of ideas or ideas that are quite productive and creative in the work life of the organization. The value oriented development interaction capability of infants in this study has a conceptual form which means that the value oriented development interaction capability. If the interaction is directed to develop a certain value aspect then a fairly basic question that can be asked. In this concept is what values should be sought and needs to be developed adopting from various previous researches the interaction process of a worker. It can seek or create an increase in value, among others, can be achieved through firstly the values of work infection, achievement, challenge, continuous learning and progress. Secondly creating extrinsic values such as information security and recognition. Thirdly work value

Social interactions such as co-workers, pleasure, mutual assistance and social interactions. Fourthly prestige, work values, such as authority, influence, influence, and prestige.

Efforts and abilities in creating or increasing these values for individuals can be considered as an interaction process. It can be understood as an ability to build a developmental interaction that has a single form of orientation to values. Knowledge sharing as a process of exchanging ideas and skills experience among team members has the potential to increase the ability of team members in the form of disseminating information on practical experiences, utilization insights and general understanding (Wang et al., 2016). Based on the arguments described above and the propositions presented, the following hypotheses can be drawn.

H1: Knowledge sharing positively affects transformative interaction capability.

H2: Transformative interaction capability positively affects teamwork performance.

H3: Transformative Interaction capability mediates the effect between knowledge sharing and team work performance.

Transformative Interaction Capability, Value Oriented Development Interaction Capability And Teamwork Performance.

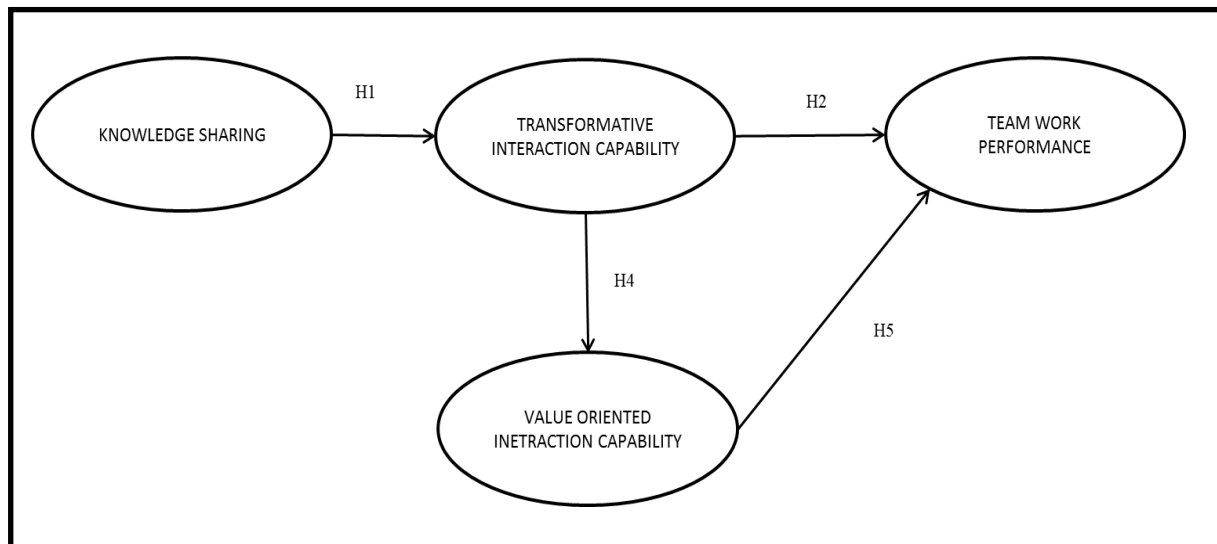
The results of the study have shown that the concepts that have been proposed in this study have contributed to the improvement of team cohesiveness. Research conducted by (Carless and De Paola 2000). It has described the main cohesiveness that team cohesiveness can occur in two aspects. The first is that there is quite a contrast between individuals and teams. This is explained by the aspect of individuals having more cohesiveness. It is able to be reflected in an idea of the power of reason that is able to attract an individual to the team. This means a transformative interaction which is reflected in a condition where the individual will have an abstract to stay in the organization and they feels (Qamari, 2019). They will always be accepted as a team member and will have a commitment to stay in. This aspect is represented by a perception in which it is an overall accumulation of a process of close similarity of unity which is better known as a team integration. The second fundamental difference is social cohesiveness which is an extension of an entity (Qamari, 2019). So that the extent to which these members and teams have a motivation to achieve organizational goals or objectives. A social cohesiveness which is defined as a motivational reference will be able to develop and maintain social relationships within the team (Ferdinand, & Sulistiyani, 2018).

The results show that two or more individuals who have more social interaction in common, goal attainment of shared tasks, interdependence between teams. They regarding workflow, goals and outcomes concepts as well as different roles and responsibilities and are combined with an organizational system concept that includes relating to the context of the system and the environment involved. More The extent of the Happy Interaction transformative study was developed based on three basic dimensions. The first is to build a dance making concept and this can be implemented in a complementary competence and empowerment of ideas in the work. Then transformative learning active interaction in learning and future-oriented because of creation knowledge and developing new knowledge and competencies that are able to collaborate to produce more integrated knowledge (Qamari, 2019,Ferdinand, & Sulistiyani, 2018) . The concept of Transformative of this interaction will be able to build a value. This later is expected to be oriented in new ways that can occur when team members have the ability to provide an interaction. Oriented to a value through the process of knowledge sharing in teamwork(Ferdinand, & Sulistiyani, 2018). So that team members will be able to be stimulated to have the ability to interact. To implement a development interaction ability, this has the potential to improve team performance based on the above assumptions, the following hypothesis can be drawn:

H4: Transformative interaction of capability positively affects value oriented development interaction ability.

H5: Value oriented development interaction capability positively affects team performance.

Figure 1. Frame theoritical model



Source: research study 2022

METHOD

The design of this study uses a quantitative approach with a structural study methodology adopted using 200 samples taken from managers at Merchant marine Colleges in Indonesia and data collected through questionnaires. The measurement consists of a multi-item scale adopted from previous studies. The data were determined by the purposive sampling method. Among the respondents, there were 140 males (70%) and 60 females (30%). Regarding, 10% of the total age of the respondents is 20-30 years old; 36% are aged 31-40 years, and 54% are over 41 years old. In terms of education level; 49% have a bachelor's degree, and 41% have a master's degree, 10% have a doctorate. According to top management status, 28% and 72% manage middle and lower Managers. Tenure 5-10 years old; 20%, tenure 11-15 years old; 45%, tenure >20 years old ; 35%. Area/province: PIP Semarang = 25%, STIP Jakarta = 25%, PIP Makassar = 10%, Poltekel Surabaya = 20%, Poltekel Banten = 20%.

Validity and Reliability Test

Testing research data using Structural Equation Modeling (Semmer et al., 2008); with the AMOS 25 program. This approach is done by testing the parameters resulting from good fit and directly testing the hypothesis about the causality relationship developed in the validity and reliability testing criteria model if the loading factor value > 0.6 then the indicator is said to be invalid and vice versa, if the Cronbach alpha value is > 0.6, is said to be valid.

Table 1 Research instruments and test results

Variable & Indicator	Source	Std.esti -mate	Converge nt validity - AVE	Constr uctr eliabil ity	ICC
Variable Knowledge Sharing:			0.817	0.875	0.928
1. Sharing new important information to another lecture	(Reychav & Weisberg, 2010) and	0.932			
2. Sharing reports and official documents to another lecture	(Wang et al., 2014)	0.910			
3. Sharing ideas on how to achieve targets to another lecture		0.906			
Variable Transformative Interaction Capability:			0.911	0.898	0.919
1. Collaborate to produce integrated knowledge from each lecture	(Mezirow,2005) (Weick	0.901			
2. Developing new knowledge & competencies from each lecture	etal.,2005); (Santos	0.907			
3. Completeing competence from each lecture	etal.,2015); (Qamari et al.,2019)	0.913			

Variable Value Developing Oriented Interaction Capability		(Derksen et al., 2011)	0.909	0.917	0.921
1.	Interaction for updating the work process From each lecture	and (Karpen et al., 2015a),	0.934		
2.	Interaction for combining knowledge and skills from each lecture	(Wulandari et.al, 2018)	0.951		
3.	Interaction for increasing individual capacity from each lecture		0.961		
Variable Team Performance		(Liu et al.,2011);	0.898	0.916	0.906
1.	Work efficiency from each lecture	(Songet al.,2015)	0.892		
2.	Sales performance from each lecture	(Cummings, 2004)	0.904		
3.	Problem-solvingfrom each lecture		0.913		

Source: Author's data analysis, 2022

RESULTS AND DISCUSSIONS

Structural equations based on variance (SEM) is the model used by researchers, namely least- squares SEM, to analyze the data in this study by including formally measured constructs (Korzynski, Kozminski, et al., 2020)(Korzynski, Mazurek, et al., 2020) (Michael Haenlein, 2004); (Leguina, 2015) (Reinartz et al., 2009); (Richter et al., 2016). With numbers $0.03 < RMSEA < 0.08$,and although the GFI, TLFI, and CFI figures show numbers less than 0.9, there were no problems with constructing the model, as described in the table.

The test results show that the fit criteria have been met as indicated by the Chi-Square of 127.89and the probability value of 0.03. Both assumptions are complete. The TLI score is 0.912, GFI 0.902, CFI 0.941, and RMSEA 0.05 which indicates that the score has met the specified requirements. This means that the research model is accepted and meets the predetermined criteria. This can be seen in table 2

Table 2. Criteria Goodness of Fit Model

<i>Goodness off it indices</i>	<i>Cut-off value</i>	<i>Cut-off value of the Results</i>
χ^2 (Chi-Square) <i>Significant</i>	Expected small	127.89
<i>Probability</i> CMIN/DF	$\geq 0,05$	0.04
RMSEA	$\leq 2,00$	77
GFITLI	$\leq 0,08$	0.06
CFI	$\geq 0,90$	0.954
	$\geq 0,95$	0.969
	$\geq 0,95$	0.942

Source: Author's data analysis, 2022

Hypothesis Testing

The next step is to test the hypothesis for the clause relationship between variables using the CR- Critical ratio criteria equal to or greater than 2.0 (Arbuckle, 2016). Then tested the empirical analysis model (output model).

The outer model is the model that determines the relationship between the latent construct and its indicators. In other words, the hypothesis defines how each indicator relates to other latent constructs, as described in the Table.

Table 3. Hypothesis Testing Results

Hypotheses	Estimate	Critical Ratio	SE	P value(\leq 0,05)	Results
H1: Knowledge sharing positively affects transformative interaction capability	0.633	2.985	0.42	0.00	Supported
H2: Transformative interaction capability positively affects teamwork performance	0.707	2.885	0.39	0.00	Supported
H4: Transformative interaction capability positively affects value oriented development interaction ability.	0.726	2.933	0.47	0.00	Supported
H5: Value oriented development interaction capability positively affects team performance.	0.782	2.806	0.38	0.00	Supported
H3: Transformative Interaction capability mediates the Effect between knowledge sharing and team work performance		Z=6.342178		0.00	Supported

Source: Author's data analysis, 2022

Be brief and state the most important conclusions from your paper. Do not use equations and figures here.

- H1. Knowledge Sharing has an effect on Transformative interaction capability. The findings of the structural path indicate that there is a significant relationship between the Knowledge Sharing and Transformative interaction capability ($t = 2.985 > 2.0$) with a significance value ($0 < 0.05$). Therefore, Hypothesis 1 is accepted
- H2. Transformative interaction capability has an effect on Team Performance. The findings of the structural path indicate that there is a significant relationship Transformative interaction capability and Team Performance ($t = 2.885 > 2.0$) with a significance value ($0 < 0.05$). Therefore, Hypothesis 2 is accepted.
- H3. The effect of a large relationship is shown by the variable Transformative interaction capability between knowledge sharing and team performance which is indicated by the numbers from the statistical test results using the Sobel test, z value = 6.342178. This result is more than the cut-off value of 2.00, this indicates that the variable Transformative interaction capability successfully mediates between knowledge sharing and team performance Therefore, Hypothesis 3 is accepted.

H4. Transformative interaction capability has an effect on Value Oriented Developing Interaction Capability. The findings of the structural path show that there is a significant relationship between Transformative interaction capability and Value Developing Oriented Interaction Capability ($t = 2.933 > 2.0$) with a significance value ($0 < 0.05$). Therefore, Hypothesis 4 is accepted.

H5. Value Oriented Developing Interaction Capability affects Team Performance. The findings of the structural pathway indicate Team Performance that there is a significant relationship between Value Developing Oriented Interaction Capability and Team Performance ($t = 2.806 > 2.0$) with a significance value ($0 < 0.05$). Therefore, Hypothesis 5 is accepted.

DISCUSSION AND CONCLUSION

The current research questions about the various processes of how knowledge can be managed optimally to improve team performance in the perspective of interaction theory of knowledge management theory so as to create a work value and transformative interaction capability to improve team performance with in an organization. The hypothesis in this study is proposed and some of the findings will be discussed as follows.

First, this research shows the importance of how to share knowledge in organizations because knowledge sharing is able to provide a form of effect for improving team performance, especially in increasing the ability of value oriented development interaction capability in team performance settings. Work values can be described specifically as a work process can be updated through well-organized information two development interactions that are oriented to employee values. In a team worksetting work values can be described as a form of work process. That can be updated through a the information that the information must be arranged in an organizer. So that it will be able to form an interaction better and be able to improve teamwork, recognition of self- competence as an extrinsic work value.

Two, the need to integrate knowledge and skills so that a form of self-improvement is obtained through a feeling of continuous learning as a personal need and mastering ways to overcome organizational challenges. It can define as work values, three strengthening the personal capabilities of employees who are considered to have an influence to bring up an attitude of helping others in teamwork. This can be considered as a prestige value that is instilled in team members. These values can be fostered in an interaction process. These findings are the operationalization of (Karpen et al., 2015b) and (Kuron et al., 2015).

Interactions built by employees or organizations such as teamwork. This type of knowledge will be able to improve the ability of organizational members to complete the work they are doing (Ferdinand & sulistiyani, 2018).

Knowledge Sharing and team performance means that the ideas of team members will be able to produce a form of capability formed by a transformative interaction. It can be realized through the development of new knowledge and competencies, empowering work ideas and active learning. In addition, they will also be able to create new methods and skills which are expected to have a form of strengthening their motivation and capacity to complete challenging tasks (Han et al. 2018). Combining knowledge skills and their ability to solve fairly complex problems, the ability to interact is still needed and will continue to increase when the competence of team work members as a work prerequisite to improve their performance also increases (Karpen et al., 2012). The meaning of perspective in reference terms is known as freedom of habit of thinking (Illeris, 2017).

Asking the cognitive to have a perspective in regulating our understanding of ourselves and our lives. It is essential to the central role of critical reflection studies and provides an opportunity to open discourse in a relationship and provide an understanding of the importance of how to apply new insights into practice. In the academic and professional world, transformative interactions aim to provide a form of holistic understandings and practices but are new and tend to produce as a common understanding needed by individual community companies and the basic demand dimension points can be realized. In the form of, among others, cognitive, emotional and social. The results of this study show support for previous researchers who have mentioned similar things as done by (Hong et al., 2017).

RESEARCH IMPLICATION

The results of this study provide an overview in perspective that knowledge creation at the team level will have a form of overall understanding, that knowledge creation at the team level will be able to have a positive effect on a team's performance. But the factors that influence the process of creating shared understanding are the factors this will be at the project actor and enterprise level. In order not to rely on face-to-face communication but also on project management and project organization. As a public organization this research supports the enrichment study carried out by previous researchers.

When we make a distinction we take a public organization point of view as a place to test the correctness of our model and explore ideas and bring uniqueness and openness to theory development. Especially in interaction theory, knowledge management theory, organizational behavior theory .This study also provides an exploration of ideas to examine various uniqueness and disclosure of information parallel tasks and socio emotional functions of time. It is expected to build a the knowledge, that has been there to be stored into a stock of knowledge so that it is expected to be able to be used to improve the results of future team assignments. This study is also expected to discuss information widely and if possible in-depth information will be able to increase the existence of the quality of the team's decisions that are expected to take a form of strategic policy.

This study succeeded in showing that the variables used in this study to position themselves as antecedence. It were able to show their influence to transfer the existence of a single consequence, namely team performance. This shows that there are two strategic paths for improving team performance, namely through knowledge sharing, transformative interaction capability, then to team performance .The second path is the path from knowledge sharing, transformative interaction capability, value oriented developing interaction capability to team performance.

These findings contribute to knowledge about the implications of resource-based theory and transformation theory in management science for team performance. The first implication of the concept of value development interaction capability is rooted in the theory of human capital which is a mapping of the theory of resource-based theory, stating that what must be owned by an organization. Which is usually the basic capital for good organizations to increase performance through the concept of interaction. The concept of resource-based theory contributes to forming a certain management disposition for organizations to continue to develop capabilities and develop value even though this is implemented on a simple scale. When an organization is expected to be able to have value development and capability development implemented in a comprehensive manner with interaction. This can be an articulation for achieving organizational targets and is the key to success and can be a concrete answer. Organizations will be expected to be able to adopt the philosophy of resource-based theory to improve team performance. In a managerial context, there are several managerial Organizations can mobilize teams to leverage the leverage between knowledge sharing and organizational performance within teams.

This can be done through the resonance of various capability enhancements and value creation that is developed which is affiliated with interaction as an essence of transformation. This study shows that the strength of the two variables derived from new concepts from previous researchers will be able to provide cognitive direction for the development of managerial plays which are quite important for organizations. Interaction capabilities can be implemented in the form of collaboration to integrate knowledge with each other, develop knowledge and competencies and complement one another's competencies. While the concept of developing values oriented to the ability to interact can be implemented based on interaction in coordinating knowledge and interaction skills to increase individual abilities and interactions to update each other's work processes. Organizations must continue to invest in enhancing their interaction capabilities and value development. Finally, transformative interaction and value oriented development interaction capability must be maintained in efforts to improve team performance. Because it is considered as a contributor that is quite essential as a driver of organizational performance.

LIMITATION AND FUTURE RESEARCH

This study uses a new concept of mediating role that was discovered by previous researchers, namely two variable value oriented development interaction capability and transformative interaction capability. This concept is still considered new and does not yet have a mature faith class compared to other concepts. This is because the concept is formed from the results of the synthesis of various Grand Theories and middle range theories to produce these new concepts. Although all the hypotheses put forward in this study are accepted, these concepts are still considered to have open space in academic criticism to normalize these concepts. This aims to gain existence for strengthening the two new concepts. The limitations of further research are indicators as instruments for these new concepts which are expected to improve teamwork performance. This study only includes a sample frame at merchant marine colleges in Indonesia. So that the existence of two mediating roles from the variables of the new concept is considered to lack generalization that is broad enough to improve team performance. The replication of this research model provides a research space for future researchers to reach broader generalizations in familiarizing these two concepts with the various limitations of this research. This research can prove the role of these concepts in mediating the influence between knowledge sharing and team performance.

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