

## **ABSTRACT**

Knowledge management has now become essential for organizations or companies. One of important process in knowledge management is knowledge sharing. Knowledge sharing is the process to share the knowledge using media and interaction that can be utilized and accessed by employees to the maximum. Telkom is one of the companies that have implemented knowledge sharing activities, one of the program is KAMPIUN. KAMPIUN implement knowledge sharing by managing intangible asset into tangible assets. The managing is also determine the quality of the innovations that were born in a company.

The purpose of this study was to determine the effect of knowledge sharing as the independent variable (X) to innovation as dependent variable (Y). This research used descriptive and quantitative methods. The number of respondents is 87 out of 661 people population in the Directorate of Human Capital Management (HCM) Telkom.

This research has shown that knowledge sharing has a significant influence on innovation, which amounted to 25.8% and 74.2% were the other variables that affect innovation. To improve knowledge sharing activities, companies can improve the provision of facilities supporting the activities of knowledge sharing, as well as maximizing the informal activities that allow the process of knowledge sharing among employees.

Key words : knowledge management, knowledge sharing, innovation.