

ABSTRACT

Growth revenue of PT.Finnet Indonesia (Finnet) in the last 3 years increased , even products issued by Finnet has more various. But if seen from the percentage of achievement decline. To meet desire the market and giving support to customer, then done the addition of employees. Ideally the more companies are innovating, the more update technology. Unfortunately, the addition of employees this is not followed by enrichment to knowledge products and less evenly reach other training followed by employees, even sharing knowledge not done because every employees busy with a target each, so there are miss information to products and technology. This indicates that performance reached not maximum.

In this research, writer take measurements of on variables pertaining to training, knowledge sharing, and employee performance. Factors that influences training subjects in this writing is the training material, the training method, trainers, the participants, and facilities used training. While factors that influences knowledge sharing is the wish of for a share (knowledge donating) and a desire to dig (knowledge collecting). The research also measure how the influence of training and knowledge sharing of the performance of employee in Finnet.

Methods used in this research was to the spread of the questionnaire to 183 the employee who has been past the performance evaluation of 2016. Of the number, obtained 167 data valid which then mixed with SPSS version 20 .

Based on the results of data processing, got that variable training and knowledge sharing having value of high for employees. This means that employees agree that training and knowledge sharing is important. But result of measuring influence the second set shows a low for the training and value of being for the knowledge sharing. This means that employees assess the need for knowledge sharing than training and there are other factors that can affect employee performance.

A conclusion that gathered in research is that to improve their performance in Finnet should give priority to knowledge sharing than training, because is more informal and practical knowledge daily faced by.

Keywords: training, knowledge sharing, employee performance