

ABSTRACT

This study conducted to understand the effect of knowledge sharing on employee competence of PT PLN (Persero) West Java Main Distribution Unit. This study aimed to understand the knowledge sharing implementation, employee competence, and the effect of knowledge sharing on employee competence both simultaneously and partially in PT PLN (Persero) West Java Main Distribution Unit.

This study used a quantitative method with a causal descriptive study approach. The sampling method used was the probability sampling with proportional cluster sampling technique. Respondents consisted of 96 people. Data analysis methods used were descriptive and path analyses.

Based on the hypothesis testing result, knowledge sharing affected employee competence of PT PLN (Persero) West Java Main Distribution Unit simultaneously. Based on the partial hypothesis testing result, knowledge sharing that consisted of knowledge donating and knowledge collecting affected significantly on the employee competence of PT PLN (Persero) West Java Main Distribution Unit. The effect of two independent variables, i.e., knowledge donating and knowledge collecting, on the employee competence is 54%, and the rest is 46% from the other unobserved variables. Approaches which can be used by companies to improve knowledge sharing to make schedule of activities knowledge sharing and socializing to introduce knowledge donating and knowledge collecting.

Keywords : *Knowledge Sharing, Knowledge Donating, Knowledge Collecting, Competence*