

ABSTRACT

Employee Performance was an achievement or work in any activity or activities that have been planned in order to achieve the goals and objectives that have been set by an organization and are implemented within a certain time. knowledge sharing is one that affects employee performance. Variables considered knowledge sharing that can affect employee performance is knowledge collecting and knowledge donating.

This study aims to determine how the implementation of knowledge sharing in PT. Akses Nusa Karya Infratek, and how employee performance in PT. Akses Nusa Karya Infratek, how the effect of knowledge sharing which consists of knowledge collecting and knowledge donating simultaneously on employee performance, and how the influence of knowledge sharing which consists of knowledge collecting and knowledge donating partially on employee performance in PT. Akses Nusa Karya Infratek.

Data analysis techniques in this study using path analysis with SPSS for Windows version 20. In this study took a sample of 66 employees of PT. Akses Nusa Karya Infratek. Data were collected using a questionnaire containing 32 items related statement of knowledge collecting, knowledge donating and employee performance.

Descriptive analysis showed that the percentage of the value of knowledge sharing as a whole amounted to 75.75% categorized as good, where the value of a variable percentage of 75.50% knowledge collecting and knowledge donating a variable percentage of 76%. Employee performance variables are categorized either by the amount of the percentage value 75.10%. The results of path analysis showed that simultaneous knowledge sharing with the two previously mentioned variables that significantly influence employee performance in PT. Akses Nusa Karya Infratek at 38.60%. In partial knowledge of the collecting significant influence amounted to - 35.70%, while the variable knowledge Donating significant influence amounted to 66.70% of the variable employee performance.

Keywords: *knowledge sharing, knowledge collecting, knowledge donating, employee performance.*