

ABSTRACT

This study was conducted to determine the effect of knowledge sharing on employee competencies with organizational culture as a mediator. The purpose of this study was to analyze and examine the influence between the variables in this study include knowledge sharing, employee competencies, and mediated with organizational culture at PT. Telkom Indonesia Divre III Jawa Barat. .

The method used in this study is a quantitative methods, with a type of descriptive-causal analysis. Sampling with non-probability sampling with a type of sampling jenuh with a sample of 100 respondents taken from employees of PT. Telkom Indonesia Divisi Regional III Jawa Barat. Data analysis techniques used are descriptive analysis techniques and Partial Least Square analysis – Structural Equation Model (PLS-SEM) with SmartPLS analysis tools.

The results of this analysis show that knowledge sharing has a significant effect on organizational culture with an influence of 73.742 and 0.000 value of significance. Organizational culture has a significant effect of 2.128 and 0.034 value of significance. Organizational culture as a mediator in partial mediation resulting in changes or impairment resulting in significant between knowledge sharing variables to the employee's competence. It can be concluded that organizational culture is still not able to provide a good mediator influence on PT. Telkom Indonesia Divre III Jawa Barat.

Keywords: knowledge Sharing, Competencies, Organizational Culture