

ABSTRACT

In this era of globalization, competition between companies is getting tougher and makes each company must always increase its resources to increase competitiveness. One thing that affects employee performance is knowledge sharing. Knowledge sharing variables that are considered to affect employee performance are knowledge donating and knowledge collecting. This study aims to determine and analyze the relationship between Knowledge Sharing which consists of Knowledge Donating and Knowledge Collecting on Employee Performance in PT PLN Pusharlis UP2W III Bandung.

This research uses descriptive analysis with quantitative methods. Sampling using saturated sampling technique method, namely the number of respondents as many as 32 people who are permanent employees at PT PLN Pusharlis UP2W III Bandung. The analysis technique used is Simple Regression Analysis using the help of the SPSS ver 24 program. Data were collected through questionnaires.

Based on the results of the analysis conducted by researchers regarding Knowledge Sharing with Employee Work in the PT PLN Pusharlis UP2W III Bandung environment, the results of descriptive analysis of Knowledge Sharing variables are included in the Good category and Employee Performance variables are included in the Very Good category. There is a positive and significant influence of the Knowledge Sharing variable on the Employee Performance variable by 21.2%, while the remaining 78.8% is influenced by other factors not examined in this study. The conclusion is that the Knowledge Sharing variable simultaneously has a significant effect on the Employee Performance Variable at PT PLN Production Implementation Unit Electric Maintenance Center and Workshop III.

Keywords: Knowledge Management, Knowledge Sharing, Employee Performance