

ABSTRACT

PT Telkom Indonesia is the largest telecommunication company in Indonesia, as the largest telecommunication company in Indonesia, the application of *Knowledge Sharing* to its employees is an important thing because through *Knowledge Sharing*, employees are able to create an innovation that will improve employee performance. The purpose of this study is to determine and analyze how the influence of *Knowledge Sharing*, on Employee Performance through Innovation that occurs in PT Telkom Regional III employees, and to determine the amount of influence between *Knowledge Sharing* on employee performance through innovation.

This research uses quantitative methods, descriptive and causal research types. The sampling technique used non probability sampling techniques and the number of respondents was 126 people. The data analysis technique used descriptive analysis and path analysis.

Based on the results of the descriptive analysis of *Knowledge Sharing*, Employee Performance and Innovation as a whole are in the Very Good category, the results of the path analysis show that: (1) *Knowledge Sharing* has a significant effect on employee performance by 37.5% (2) *Knowledge Sharing* has a significant effect on innovation by 3.9%. (3) Innovation has a significant effect on Employee Performance by 20.2%. (4) *Knowledge Sharing* has an indirect effect on Employee Performance through Innovation by 8,9%

Keywords: Knowledge Sharing, Employee Performance, Innovation