

ABSTRACT

Resources in the company one of which is the employee who is the main factor in order to achieve the company's goals. Therefore, the company must manage the performance of its employees well. In the period from January to November 2020, the performance of employees of PT Haleyora Power Region 1 Jawa Barat a has not been optimal. This research was conducted to determine the effect of knowledge sharing which consists of knowledge donating and knowledge collecting on employee performance.

This research uses quantitative methods with descriptive research type. The sampling technique used a nonprobability sampling technique with a saturated sampling category of 30 respondents. Data collection is using a questionnaire, which will be analyzed by multiple linear regression techniques.

The results of the analysis show that partially the knowledge donating variable has a significant effect on 15.9%, while the knowledge collecting variable has a significant effect on employee performance variables by 49.1%. Simultaneously, knowledge sharing with the previously mentioned variables has a significant effect on employee performance by 65% while the rest is influenced by other variables not examined in this study.

Keyword: *Knowledge Sharing, Knowledge Donating, Knowledge Collecting, Employee Performance*