

ABSTRACT

To be able to compete in all conditions, the maintenance of proper human resources by the company is an effective strategy for the company to support the company's success in achieving its goals. This research was conducted to determine the effect of organizational culture on employee performance through knowledge sharing as an intervening variable at PT Krakatau Daya Listrik.

This research uses quantitative method with descriptive-causality research type. Sampling was carried out using a probability sampling method of simple random sampling, with a total of 67 respondents. The data analysis technique used is descriptive analysis and Partial Least Square-Structural Equation Model (PLS-SEM) with SmartPLS 3.0 analysis tool.

The results of this analysis indicate that there is a positive and significant relationship between organizational culture and employee performance, organizational culture and knowledge sharing, knowledge sharing and employee performance and an indirect relationship between organizational culture and employee performance through knowledge sharing. So that in improving employee performance, the application of organizational culture and knowledge sharing needs to be improved at PT Krakatau Daya Listrik.

Keywords: Organizational Culture, Knowledge Sharing, Employee Performance, PT Krakatau Daya Listrik