

ABSTRACT

Employee performance has an important role in an organization, because the performance of each employee contributes to the achievement of the performance of every function of the organization. Many factors can affect the quality of employee performance, one of which is knowledge sharing. A number of previous studies have shown that knowledge sharing has an influence on employee performance. The phenomenon that occurs in Telkom Foundation Headquarter Office (BPK YPT) is that there are fluctuations in the performance value obtained by employees in the last five years, as well as the incompatibility of the realization of the knowledge sharing program organized by the organization when compared to the ideal rules of implementation that should be.

The purpose of this study was to find out how the conditions of knowledge sharing and employee performance at the BPK YPT office were. As well as analyzing the influence of knowledge donating and knowledge collecting as a dimension of knowledge sharing on employee performance either partially or simultaneously.

The study used quantitative methods with data collection techniques using questionnaires distributed to 85 employees of the Telkom Education Foundation Agency (BPK YPT) office. The sampling technique used is the saturated sample method. And to interpret the research results using multiple regression analysis.

The results of this study indicate that knowledge donating is in the good category, knowledge collecting is in the excellent category, and employee performance is in the above the target category. Knowledge donating and knowledge collecting have a significant effect on employee performance at the BPK YPT Office, either partially or simultaneously.

Companies should initiate the initiation of daily morning briefings to optimize new knowledge sharing platforms as a form of increasing knowledge donation initiatives. In addition, there needs to be an effort by the company to tidy up the schedule for organizing and curricula of knowledge sharing activities as well as the schedule of who will share at the event, as a form of increasing knowledge collecting within the company.

Keyword: *knowledge sharing, knowledge donating, knowledge collecting, employee performance*