

## ABSTRACT

*PT XYZ is a subsidiary of Lenzing Group located in Purwakarta, Indonesia which has been operating for 35 years. PT XYZ produces wood-based rayon fibres that are marketed to global and local markets. These fibres can be applied to the manufacture of fabrics (textiles) and non-woven products, both traditionally and in more innovative ways. To date, production has averaged 323,000 tonnes of fibre per year. With this amount of production, PT XYZ is classified as one of the largest fibre companies in Indonesia. However, over time PT XYZ is not infrequently hit by problems, both internal and external problems, which cause a decrease in the resulting production results. As in the last few years PT XYZ is experiencing a decline, in addition to reduced international market demand, from internal companies are also experiencing several problems.*

*The main objective of this study is to empirically test how organisational culture and knowledge sharing affect employee job satisfaction and how job satisfaction then mediates the influence of these two factors on employee performance. This research uses quantitative methods with descriptive research types. Data was obtained through a survey with a questionnaire distributed to 286 employees of PT XYZ. Data analysis was conducted using Partial Least Squares-Structural Equation Modeling (PLS-SEM) technique with the help of SmartPLS software version 3.2.9.*

*Translated with DeepL.com (free version) The results showed that organisational culture and knowledge sharing have a significant positive influence on job satisfaction and employee performance. A strong and supportive organisational culture and a work environment that encourages knowledge sharing contribute significantly to increasing employee job satisfaction. In addition, job satisfaction is proven to mediate the relationship between organisational culture and knowledge sharing on employee performance. This shows that employees who are satisfied with their jobs tend to have better performance.*

*Keywords: Organisational Culture, Knowledge sharing, Job Satisfaction and Performance Employees*