

ABSTRACT

This research is motivated by the importance of training as one of the company's efforts to improve the quality of human resources, enabling employees to compete and contribute optimally to organizational performance. Effective training is expected to enhance employee performance directly and indirectly through proper knowledge management. The purpose of this study is to analyze the effect of training on employee performance with knowledge management as an intervening variable at Sour Sally Group.

This study uses a quantitative approach with descriptive analysis and the Partial Least Square–Structural Equation Modeling (PLS-SEM) method. The sampling technique used is probability sampling with simple random sampling approach, involving 60 respondents from employees of Sour Sally Group.

The results show that training, knowledge management, and employee performance at Sour Sally Group are in the good category. There is a positive and significant influence between training and employee performance, training and knowledge management, as well as knowledge management and employee performance. Furthermore, knowledge management is proven to significantly mediate the relationship between training and employee performance.

Keywords: Training, Knowledge Management, Employee Performance