

## ABSTRACT

*This study aims to examine Knowledge management process (KMP) on Employee Job Satisfaction at PT Pindad in Bandung. Motivated by the decline in the employee satisfaction index by 2023 and the risk of losing critical knowledge due to turnover, companies need to ensure that the knowledge management process is effective to maintain job satisfaction and organizational performance.*

*The study used a quantitative approach with a survey method. A total of 100 permanent employees were selected through convenience sampling technique. The questionnaire instrument used a Likert scale of 1-7. tested for validity and reliability, then analyzed using SPSS including classical assumption tests and simple linear regression. The results of the analysis showed an unstandardized regression coefficient  $B = 0.278$  with  $t = 1.929 > t\text{-table } 1.331$  ( $p < 0.05$ ), as well as  $R = 0.716$  and  $R^2 = 0.513$ , which confirmed the positive and significant influence of KMP on employee job satisfaction.*

*The findings indicate that improving the process of knowledge acquisition, sharing, and retention explains 51.3% of the variation in job satisfaction. Therefore, companies are advised to strengthen knowledge-sharing digital platforms, cross-divisional mentoring programs, and rewarding idea contributions. Further research can add leadership style or employee engagement variables as mediators to obtain a more comprehensive picture of the influence.*

**Keywords:** *Knowledge Management Process, Employee Job Satisfaction*