

ABSTRAK

Peranan sumber daya manusia terutama karyawan sangat penting dalam suatu perusahaan, karena karyawan berhubungan langsung dengan kegiatan operasional perusahaan. Tujuan penelitian ini adalah untuk mengetahui pengaruh *knowledge sharing* terhadap *individual innovation capability* dan kinerja karyawan.

Pendekatan penelitian menggunakan pendekatan kuantitatif. Sampel adalah seluruh karyawan PT Sirkel Utama Jakarta Selatan yang berjumlah 55 orang. Teknik pengambilan sampel menggunakan *population sampling*. Teknik pengumpulan data menggunakan kuesioner. Analisis data menggunakan *path analysis*.

Hasil analisis menunjukkan bahwa (1) *Knowledge Sharing* berpengaruh positif terhadap *Individual Innovation Capability*; (2) *Knowledge Sharing* berpengaruh positif terhadap kinerja karyawan; (3) *Individual Innovation Capability* berpengaruh positif terhadap kinerja karyawan; (4) *Individual innovation capability* tidak mampu memediasi hubungan *knowledge sharing* terhadap kinerja karyawan.

Kata Kunci: *Knowledge Sharing*, *Individual Innovation Capability*, Kinerja Karyawan

ABSTRACT

The role of human resources especially employees is very important in a company, because employees are directly related to the company's operational activities. The purpose of this study was to determine the effect of knowledge sharing on individual innovation capability and employee performance.

The research approach uses a quantitative approach. Samples are all 55 employees of PT Sirkel Utama South Jakarta. The sampling technique uses population sampling. Data collection techniques using a questionnaire. Data analysis using path analysis.

The analysis shows that (1) Knowledge Sharing has a positive effect on Individual Innovation Capability; (2) Knowledge Sharing has a positive effect on employee performance; (3) Individual Innovation Capability has a positive effect on employee performance; (4) Individual innovation capability is not able to mediate the relationship of knowledge sharing on employee performance.

Key Word: Knowledge Sharing, Individual Innovation Capability, Employee Performance