

1. Abstract Artikel 1

To be able to compete in competitive conditions, the maintenance of effective and efficient human resources is crucial for companies and government institutions in order to achieve the expected goals and results. In other words, in dealing with the business environment, the human resources needed by the company are those who have good performance so that they can support business processes to be more effective and efficient. The study was conducted to determine the influence of organizational culture on employee performance through intervening variables at the Center for Job Training Development (BBPLK) Bandung. The method used in this study is a probability sampling method with the type of simple random sampling, with the acquisition of as many as 142 employees. The data analysis technique used descriptive analysis and PLS-SEM statistical analysis using the SmartPLS 3.9.9 analysis tool. The results of the analysis show that the organizational culture variable has a P-Value of 0.000 and a T-Statics of 5.043 for the employee performance variable, the organizational culture variable has a P-Value of 0.000 and a T-Statics of 10.314 for the knowledge sharing variable, the knowledge sharing variable has a P-Value of 0.000. and T-Statics of 5.324 on employee performance, and the variable of organizational culture on employee performance through knowledge sharing has P-Values of 0.000 and T-Statics of 4.330. It can be stated that all hypotheses in this study have a positive and significant relationship at the Center for the Development of Job Training (BBPLK) Bandung.

2. Abstract Artikel 2

Knowledge is a very valuable asset for the company. The more knowledge the stakeholders of a company have, the more advanced the company will be. However, companies that have a lot of quality knowledge are not necessarily able to produce goods or services of the same quality. The difference in output will be influenced by several factors, one of which is the performance of the employees of the company. To realize employee performance in accordance with company expectations, it is necessary to have a culture that can facilitate knowledge sharing activities in the company. This research was conducted to determine the effect of knowledge sharing on employee performance through organizational culture as an intervening variable at the Center for Job Training Development (BBPLK) Bandung. The method used in this study is a probability sampling method with the type of simple random sampling, with the acquisition of as many as 142 employees. The data analysis technique used descriptive analysis and PLS-SEM statistical analysis using the SmartPLS 3.9.9 analysis tool. The results of the analysis show that the knowledge sharing variable has a P-Value of 0.000 and a T-Statics of 5.194 to the employee performance variable, the knowledge sharing variable has a P-Value of 0.000 and a T-Statics of 10.137 to the organizational culture variable, the organizational culture variable has a P-Value of 0.000. and T-Statics 5,337 on employee performance, and sharing knowledge on employee performance through organizational culture has a P-Values of 0.000 and T-Statics of 4.816. It can be stated that all hypotheses in this study have a positive and significant relationship at the Center for the Development of Job Training (BBPLK) Bandung.