

ABSTRACT

In the current era of globalization, a company or organization is required to be able to make the right strategy to achieve the set targets. One of strategy that can be applied to an organization to enhance the performance of the organization is to implement Knowledge Management. The essence of Knowledge Management culture is Knowledge Sharing. The Environmental Agency of North Sumatra Province is also implementing Knowledge Sharing as a way to improve Organizational Performance.

The purpose of this study was to analyze the activities of knowledge sharing on BLH ProvSU, Analyze organizational performance in BLH ProvSU and analyze the influence of knowledge sharing on organizational performance at BLH ProvSU. This study used multiple linear regression analysis. The research method is quantitative research with type of reaserch is descriptive. The sampling technique used is non-probability sampling namely is saturated sampling with the number of respondents are 112 people. Based on the results of the calculation of the partial test results obtained on Transfer Mechanism (X1) did not positive effect and not significant impact, Support Facilities (X2) has positive effect and significant impact, Culture (X3) has positive effect and significant impact and Motivation (X4) has positive and significant impact. Knowledge Sharing (X) simultaneously has significant effect on Organizational Performance (Y). Based on the coefficient of determination indicate that the Knowledge Sharing (X) provides simultaneous effect of 43.3% on Organizational Performance (Y). While the remaining 56.7% is influenced by other factors not observed in this study.

Keywords: Knowledge Management, Knowledge Sharing, Organizational Performance