

ABSTRACT

Economic globalization cause the formation of AFTA (ASEAN Free Trade Area). AFTA cause the competition intercompany increasingly stringent. Effort to resolve AFTA competition is with increasing perfsxormance of the company. Achievement of performance Human Capital Management Directorate PT Telekomunikasi Indonesia Tbk. in 2016 decreased than 2015. Knowledge sharing activity can use KAMPIUN in Human Capital Management directorate PT Telekomunikasi Indonesia Tbk. In 2016 also there is not balancing between material amount that accessed with inventory amount, so this research need to do to know the causes of decerese that happened.

This research conducted on factors that can influence performance variable (Y) in Human Capital Management Directorate PT Telekomunikasi Indonesia Tbk. which is knowledge sharing variable (X). knowledge sharing variable have 2 dimension of research are knowledge donating and knowledge collecting.

Research method that used is quantitative method with description research type. Analysis technique that used is simple linear regression analysis. Data collection with share the questionnaire to 86 respondents who is the staff in Human Capital Management Directorate PT Telekomunikasi Indonesia Tbk. Data processing with software IBM SPSS Version 2.1.

Data processing result that earned from this research is knowledge sharing (X) in use KAMPIUN influence significantly to performance (Y) in Human Capital Management Directorate PT Telekomunikasi Indonesia Tbk.

Based on research result to increase performance need implementation well knowledge sharing, but research result create that implementation of knowledge sharing still in low kategory. This thing need to fixed such as optimizing fitures in KAMPIUN and always civilize utilization of KAMPIUN in Human Capital Management Directorate PT. Telekomunikasi Indonesia Tbk.

Keywords: ASEAN Free Trade Area, Knowledge Sharing, Performance