

ABSTRACT

In this era of knowledge currently only organization capable of managing its knowledge optimally are able to survive the competitive environment and can improve employee performance. The success of an organization in improving performance is strongly influenced by the ability of employees to knowledge sharing. Based on the results of the field study conducted, it is known that the ability of employees to knowledge sharing in Bank Jabar Banten Cabang Ciamis occurs more frequently because the Bank Jabar Banten Cabang Ciamis have training programs as a means of disseminating expertise. However, in general, the ability of employees to knowledge sharing within an organization is influenced by the concept of organization and information technology.

Structural Equation Modelling is used in this study to look at the influence of independent variables consisting of the concept of organization (organizational culture, organizational structure) and information technology (users of information technology applications, focusing on end users.) on the ability of employees of Bank Jabar Banten Cabang Ciamis for knowledge sharing as a mediating variable, also wanted to see the impact the ability of employees of Bank Jabar Banten Cabang Ciamis for knowledge sharing on the dependent variable (the performance of employees of Bank Jabar Banten Cabang Ciamis).

The conclusion from this study indicate that one dimension in the concept of organization (reward systems) influence the ability of employees to knowledge sharing. Information technology impact the ability of employees to knowledge sharing. The results of this study also identifies employees' ability to have influence knowledge sharing on the performance of employees of Bank Jabar Banten Cabang Ciamis.

Future studies can add another dimension in the concept of organization and information technology considered having an employee's ability to knowledge sharing in order to identify other factors that have significant influence on employees' ability to process knowledge sharing.

Keywords: knowledge sharing, employee performance.