

ABSTRACT

In the age of globalization today, one of the important things that must be considered by a company is how to manage the functions of its management so that human resources in a company can be managed properly and correctly to improve the efficiency and effectiveness of work and performance in organization. One of the performance factors in an organization is knowledge assets or knowledge management. PT Pertamina MOR III itself runs a knowledge sharing like forum that is practiced to support knowledge sharing which its implementation is very important in giving a positive influence for the company's business processes either directly or indirectly.

This research aims to find out how much influence the implementation of knowledge sharing through the dimension of knowledge donating and knowledge collecting to employees performance PT Pertamina MOR III.

This study is a quantitative methods involve 114 respondents as a sample with descriptive and causal research type. Data collection was done by distributing questionnaires directly to 114 employees of PT Pertamina MOR III. Processing data questionnaires uses IBM SPSS version 23.0.

Based on data analysis result, can be shown that the knowledge sharing has a significant influence to employees performance PT Pertamina MOR III.

From the result of research found, it's better if PT Pertamina MOR III also pay attention for the things that relate to sharing of knowledge to other employees on knowledge donating dimension so that the implementation can be balanced and can maximize the implementation of knowledge sharing so it can be improve employees performance.

Keyword : Knowledge Sharing, Employees Performance, Quantitative