

ABSTRACT

The research is motivated by Telkom Group which has received various awards in the field of innovation in 2016. But with this award, it does not mean Telkom can stop innovating but must continue to innovate in order to survive in regional competition in Asia, and globally. Telkom Corporate University as a strategic vehicle to strengthen individual and organizational learning ability in Telkom Group is the center point of HR strategy development for company by developing human resource competencies. A way to develop human resource development is to develop knowledge sharing activities, in which there is knowledge collecting and knowledge donating as a form of interaction between employees in the company. Related to that, there is a need to research on the activity of knowledge collecting and knowledge donating in the company to know its effectiveness and effect on employee innovation that can support the company.

Data collection was done with method of distributing questionnaires either online through Google Form or physical paper form to all employees in Telkom Corporate University Bandung which amounted to 212 employees at the time of the research. From questionnaires that have been distributed, 149 questionnaires were returned, and 140 valid questionnaires were obtained. Data processing method used is by path analysis technique. Data processing is done with the help of IBM SPSS Statistics 23 application.

Based on statistical analysis as a result of data processing, from descriptive analysis it was found that the three activities of knowledge collecting, knowledge donating, and innovation is very high in the company. In addition, the results of path analysis showed that knowledge collecting, and knowledge donating have significant effect on innovation either partially or simultaneously.

Keywords: *Knowledge Collecting; Knowledge Donating; Innovation; Path Analysis*