

ABSTRACT

To survive and compete in a competitive, companies must be able to develop the capabilities and competitive advantages. Therefore, the company made efforts to build a knowledge sharing to achieve the organization's innovative and competitive.

This study was conducted to determine the conditions on employee knowledge sharing in Witel Cirebon, to determine the factors that affect knowledge sharing in Witel Cirebon, and to determine the dominant factor of knowledge sharing.

The method used in this research is descriptive analysis and factor analysis. Using the 8 factors namely transfer mechanism, means of support, culture, motivation, intensity, knowledge sharing, trust, communication, and organizational structure. Respondents in this study were employees Witel Cirebon by the number of 82 respondents. The sampling technique used is saturated samples.

Based on this research, the conditions of implementation of knowledge sharing in Cirebon Witel employees can be good, judging from the average yield descriptive analysis of 87, 5%. The most dominant factor in the application of knowledge sharing in Witel Cirebon ie transfer mechanism factor with a value based on loading factor (0.944). In this study, resulted in two new factors, namely Personality and Organization Structure and Communication and Facility Support

Keywords: *Knowledge sharing, Personality and Organization Structure, Communication and Facility Support*