

ABSTRACT

Knowledge sharing has an important role in increasing individual competence in organizations, because through knowledge sharing, tacit and explicit knowledge can be disseminated, implemented, and developed. The relationship between knowledge and individual competencies of employees is also very important for employee performance in an organization.

This research was conducted at Divisi Pekerja Kontrak dan Outsourcing Kantor Pusat PT Bank Rakyat Indonesia, where the knowledge sharing variable is the independent variable, then the individual competence and employee performance are the dependent variables. This study aims to determine knowledge sharing, individual competence, and employee performance in Divisi Pekerja Kontrak dan Outsourcing Kantor Pusat PT Bank Rakyat Indonesia.

In this study, the population used was employees of Divisi Pekerja Kontrak dan Outsourcing Kantor Pusat PT Bank Rakyat Indonesia. The population was taken using stratified random sampling technique. Using quantitative methods through descriptive analysis, path analysis, and hypothesis testing using the T tests.

Based on the test results and data analysis, it can be concluded that knowledge sharing has a significant effect on individual competence by 18.3%, knowledge sharing has a significant effect on employee performance by 31.4%, and based on the results of data processed, individual competence has a significant effect on employee performance by 54%.

The results of this study are expected to be a consideration for Divisi Pekerja Kontrak dan Outsourcing Kantor Pusat PT Bank Rakyat Indonesia so as to improve individual competence and employee performance in the company. Companies should analyze job placement evaluations in order to improve employee and company performance. In addition, companies must also research and evaluate what factors prevent employees from achieving key performance indicators (KPIs) to be able to take corrective action.

Keywords: Knowledge Sharing, Individual Competence, Employee performance