

ABSTRACT

A company must have a competitive advantage so that it can survive in the face of increasingly fierce competition. One of the competitive advantages that a company must have is people, or employees (HR). Employees or labor are very important as factors that support production in the field of products and services in companies to meet individual and community needs. This study aims to determine the effect of implementing knowledge management enablers and organizational culture on employee performance at PT Hutama Karya Infrastruktur.

The method used in this study is a quantitative method with descriptive research and causality research. The sampling was carried out using a non-probability sampling technique with a saturated sampling method, with a total of 100 respondents from all employees of PT Hutama Karya Infrastruktur. Data analysis techniques used include descriptive analysis and multiple linear regression analysis.

The results of the research based on descriptive analysis show that the knowledge management enablers variable is in the fairly good category, the organizational culture variable is in the good category, and the employee performance variable is in the good category. Based on the multiple linear regression analysis and tests performed, it shows that there is a significant influence of knowledge management enablers and organizational culture variables on employee performance, either partially or simultaneously.

Keywords: *Knowledge Management Enablers, Organizational Culture, Employee Performance*