

ABSTRACT

Globalization and technology have triggered rapid changes, and business competition has become increasingly high. The company's human resources, who have knowledge, become important capital in building this uniqueness. Based on the results of literature studies, observations, and interviews on the object of research, a phenomenon that occurred in the company was found, namely a decrease in employee performance marked by an increase in the level of absenteeism and the process of knowledge sharing between employees which was felt to be less than optimal for employees.

This study aims to discover how Knowledge Sharing, Work Motivation, and Employee Performance at PT Altrak 1978 Sampit Branch Office, Central Kalimantan. Moreover, to find out how much influence Knowledge Sharing and Work Motivation have on Employee Performance at PT Altrak 1978 Sampit Branch Office, Central Kalimantan, both partially and simultaneously.

This study uses quantitative research methods with data collection techniques using questionnaires distributed to employees at PT Altrak 1978 Sampit branch, Central Kalimantan. The sampling technique used is the saturated sample technique, so the number of samples in this study will be as large as the total population of 142. Based on the researcher's involvement, the researcher did not intervene in the data. Based on the implementation time, researchers used the cross-section method, and the data analysis technique used was descriptive analysis and path analysis with the help of IBM SPSS software version 25.

The research results show a significant simultaneous and partial influence of both variables, namely knowledge sharing and work motivation, on employee performance. The total influence of knowledge sharing is 53.8%, while for work motivation, it is 26.9%.

Based on the research findings, it is evident that knowledge sharing and work motivation have a significant impact on employee performance, accounting for 73.1%. Therefore, companies should pay special attention to factors that support knowledge sharing and work motivation to enhance overall performance. As a suggestion for future researchers, the writer recommended using other factors or indicators to measure employee performance.

Keywords: Knowledge Sharing, Work Motivation, Employee Performance