

ABSTRACT

This research is motivated by the company's need to achieve a competitive advantage by paying attention to human resources. This research aims to analyze the influence of knowledge management on employee performance with innovation as an intervening variable at the Directorate of Technology and Portfolio Management of PT Len Industri (Persero) Bandung.

This research uses quantitative methods with descriptive data analysis techniques and uses the Partial Least Square-Structural Equation Modeling (PLS-SEM) method. The sampling technique used was a non-probability sampling using a saturated sample with a total of 48 respondents.

The research results show that knowledge management, innovation, and employee performance in the Directorate of Technology and Portfolio Management of PT Len Industri (Persero) Bandung are included in the good category. There is a positive and significant influence between knowledge management and employee performance, knowledge management and innovation, innovation and employee performance, and innovation can mediate the relationship between Knowledge Management and Employee Performance in the Directorate of Technology and Portfolio Management of PT Len Industri (Persero) Bandung.

Keywords : *Knowledge Management, Innovation, Employee Performance*