

ABSTRACT

In an increasingly competitive business environment, companies are required to continuously enhance employee performance through various human resource development strategies. Knowledge sharing and job training are considered crucial factors that can improve employee performance. However, career development acts as a mediator that allows these two factors to have a more significant impact on employee performance.

This study employs a quantitative approach with a causal research type using a survey method, involving employees of PT Primaraya Solusindo as respondents. The sample was selected using the saturation sampling technique, with a total of 150 respondents. The data were processed using SmartPLS version 3 software.

The results of this study indicate a positive and significant influence of knowledge sharing on career development, a positive influence of training on career development, a positive and significant influence of career development on employee performance, a positive and significant influence of knowledge sharing on employee performance, a positive and significant influence of training on employee performance, a positive and significant influence of knowledge sharing on employee performance through career development, a positive and significant influence of training on employee performance through career development, and lastly, a positive and significant influence of knowledge sharing and training on employee performance.

Keywords: Career Development, Knowledge Sharing, Training, and Employee Performance.