

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *Knowledge Sharing* dan *hardskill* terhadap kinerja karyawan pada di dago Apartment Suite Kota Bandung. Serta untuk menjawab rumusan masalah mengenai *Knowledge Sharing*, *Hardskill* dan kinerja karyawan. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 72 orang. Pengujian instrumen penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah analisis regresi liner berganda, korelasi berganda, koefisien determinasi dan menggunakan alat bantu SPSS Statistic 25.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif, dan signifikan antara *Knowledge Sharing* dan *Hardskill* terhadap kinerja karyawan. Besarnya pengaruh *Knowledge Sharing* dan *Hardskill* terhadap kinerja karyawan secara simultan sebesar 77,1% dan sisanya 22,9% dipengaruhi variabel lain yang tidak diteliti. Secara parsial besarnya pengaruh *Knowledge Sharing* terhadap kinerja karyawan sebesar 68,9% dan pengaruh *Hardskill* terhadap kinerja karyawan sebesar 8,2 %, sehingga dapat disimpulkan bahwa *Knowledge Sharing* memberikan pengaruh paling besar terhadap kinerja karyawan.

**Kata Kunci :*KnowledgeSharing, Hardskill, dan Kinerja Karyawan.***

## ABSTRACT

*This research aims to find out how much influence Knowledge Sharing and hardskill has on employee performance in dago Apartment Suite Bandung. As well as to answer the formulation of problems regarding Knowledge Sharing, Hardskill and employee performance. The research method used is a descriptive and verifiative method with a sample number of 72 people. Testing of research instruments uses tests of validity and reliability. The data analysis methods used are multiple liner regression analysis, multiple correlations, coefficients of determination and using SPSS Statistic 25 tools. The results showed that there was a positive and significant influence between Knowledge Sharing and Hardskill on employee performance. The magnitude of the influence of Knowledge Sharing and Hardskill on employee performance simultaneously amounted to 77.1% and the remaining 22.9% was influenced by other variables that were not studied. Partially the influence of Knowledge Sharing on employee performance by 68.9% and Hardskill's influence on employee performance by 8.2%, so it can be concluded that Knowledge Sharing has the most influence on employee performance.*

**Keywords:*Knowledge Sharing, Hardskill, and employee performance.***

