

## ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan pada kinerja pegawai Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat. Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy* dan *knowledge sharing* terhadap kinerja pegawai baik secara simultan maupun parsial. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 55 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan kuesioner. Metode analisis data yang digunakan adalah regresi liner berganda, korelasi berganda, dan koefisien determinasi dengan bantuan *software* SPSS 26. Pengujian hipotesis dilakukan dengan uji parsial (Uji t) dan uji simultan (Uji F).

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *self efficacy* dan *knowledge sharing* terhadap kinerja pegawai Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Barat. Besarnya pengaruh *self efficacy* dan *knowledge sharing* terhadap kinerja pegawai secara simultan sebesar 52,6 dan sisanya 47,4 dipengaruhi oleh variabel lain yang tidak diteliti. Secara parsial *self efficacy* berpengaruh signifikan terhadap kinerja pegawai sebesar 23,7% dan *knowledge sharing* berpengaruh signifikan terhadap kinerja pegawai sebesar 28,9%.

**Kata Kunci : *Self Efficacy*, *Knowledge Sharing*, dan Kinerja Pegawai**

## ABSTRACT

*This research began with the discovery of problems in the performance of employees of the West Java Province Human Resources Development Agency. This research aims to determine the influence of self-efficacy and knowledge sharing on employee performance, both simultaneously and partially. The research method used was descriptive and verification method with a sample size of 55 respondents. The data collection techniques used were observation, interviews and questionnaires. The data analysis method used is multiple linear regression, multiple correlation, and coefficient of determination with the help of SPSS 26 software. Hypothesis testing is carried out using partial tests (t tests) and simultaneous tests (F tests).*

*The results of this research show that there is a positive and significant influence between self-efficacy and knowledge sharing on the performance of employees of the West Java Province Human Resources Development Agency. The magnitude of the influence of self-efficacy and knowledge sharing on employee performance simultaneously is 52.6 and the remaining 47.4 is influenced by other variables not studied. Partially, self-efficacy has a significant effect on employee performance by 23.7% and knowledge sharing has a significant effect on employee performance by 28.9%.*

*Keywords: Self Efficacy, Knowledge Sharing, and Employee Performance*