

ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena yang terjadi pada Badan Kepegawaian Negara Kantor Regional III Bandung. Pada penelitian ini ditemukan masalah yaitu tidak tercapainya target kinerja pegawai Badan Kepegawaian Negara Kantor Regional III Bandung. Pada penelitian ini belum optimalnya kinerja pegawai dan kepuasan kerja pegawai yang disebabkan oleh *teamwork* yang tinggi dan *knowledge sharing* pegawai yang rendah pada Badan Kepegawaian Negara Kantor Regional III Bandung. Penelitian ini bertujuan untuk mengetahui pengaruh *teamwork* dan *knowledge sharing* pegawai terhadap kepuasan kerja pegawai dan dampaknya pada kinerja pegawai Badan Kepegawaian Negara Kantor Regional III Bandung secara simultan maupun parsial. Metode penelitian ini menggunakan metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 105 responden, analisis data yang digunakan adalah analisis jalur (*path analysis*), *method of successive interval* (MSI), analisis koefisien determinasi dan uji hipotesis. Hasil penelitian ini menunjukkan bahwa pada sub struktur I terdapat pengaruh secara simultan variabel *teamwork* dan *knowledge sharing* terhadap kepuasan kerja sebesar 67,2%. Secara parsial pengaruh *teamwork* terhadap kepuasan kerja sebesar 21,46%. Secara parsial pengaruh *knowledge sharing* terhadap kepuasan kerja sebesar 45,74%. Pada sub struktur II terdapat pengaruh parsial kepuasan kerja terhadap kinerja pegawai sebesar 73,27%.

Kata Kunci : *teamwork*, *knowledge sharing*, kepuasan kerja, kinerja pegawai

ABSTRACT

This research was conducted based on the phenomenon that occurred at the State Civil Service Agency Regional Office III Bandung. In this research, a problem was found, namely the failure to achieve the performance target of employees of the State Civil Service Agency Regional Office III Bandung. In this research, employee performance and employee job satisfaction were not yet optimal, which was caused by high teamwork and low employee knowledge sharing at the State Civil Service Agency Regional Office III Bandung. This research aims to determine the influence of employee teamwork and knowledge sharing on employee job satisfaction and its impact on the performance of employees of the State Civil Service Agency Regional Office III Bandung simultaneously or partially. This research method uses descriptive and verification methods with a sample size of 105 respondents. The data analysis used is path analysis, method of successive intervals (MSI), coefficient of determination analysis and hypothesis testing. The results of this research show that in substructure I there is a simultaneous influence of the teamwork and knowledge sharing variables on job satisfaction of 67.2%. Partially, the influence of teamwork on job satisfaction is 21.46%. Partially, the effect of knowledge sharing on job satisfaction is 45.74%. In sub structure II there is a partial influence of job satisfaction on employee performance of 73.27%.

Keywords : *teamwork, knowledge sharing, job satisfaction, employee performance*