

ABSTRACT

This research was conducted based on problems that occurred among employees of the Bandung City Water Resources and Highways Department. In this research, problems were found in employee performance at the Bandung City Water Resources and Highways Service, which was caused by poor distribution in sharing knowledge or information resulting from a lack of employee initiative in seeking or providing knowledge coupled with poor collaboration between employees. This research aims to determine the influence of knowledge sharing, work competency and organizational culture on the performance of civil servants both partially and simultaneously at the Bandung City Water Resources and Highways Service. The method used is descriptive and verification research methods with the number of samples in this research being 92 respondents. The data collection techniques used were observation, interviews and distributing questionnaires. The data used is interval data by first transforming ordinal data into intervals using the method of variable successive intervals (MSI). The analytical methods used are multiple linear regression, hypothesis testing, multiple correlation, and coefficient of determination. The research results show that there is a positive and significant influence between knowledge sharing, work competency and organizational culture on employee performance. Knowledge sharing, work competency and organizational culture have an influence simultaneously. Partially, knowledge sharing has a positive and significant effect on employee performance, work competency has a positive and significant effect on performance, and organizational culture has a positive and significant effect on employee performance.

Keywords: Knowledge Sharing, Work Competence, Organizational Culture and Employee Performance