

ABSTRAK

Penelitian ini berawal dari ditemukannya permasalahan kinerja karyawan pada PT. Hini Daiki Indonesia Tasikmalaya, masalah dalam penelitian ini adalah kurang baiknya kinerja karyawan yang disebabkan oleh kurangnya *knowledge sharing* dan *teamwork*. Penelitian ini bertujuan untuk mengetahui pengaruh *knowledge sharing* dan *teamwork* baik secara parsial maupun simultan. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan kuesioner. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel sebanyak 202 responden. Teknik *sampling* yang digunakan adalah *probability sampling* dengan metode *proportional random sampling*. Pengujian instrumen penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, analisis koefisien determinasi, dan uji hipotesis.

Hasil penelitian menunjukkan *knowledge sharing*, *teamwork*, dan kinerja karyawan PT. Hini Daiki Indonesia berada dalam kategori kurang baik. *Knowledge sharing* mempunyai pengaruh terhadap kinerja karyawan sebesar 0,432, *teamwork* mempunyai pengaruh terhadap kinerja karyawan sebesar 0,739. Tingkat hubungan *knowledge sharing* dan *teamwork* terhadap kinerja karyawan termasuk kedalam kriteria sangat kuat. Perbandingan variabel dengan pengaruh terbesar adalah *teamwork* dengan pengaruh 58,75%, *knowledge sharing* 30,33%, dan sisanya 10,9% dipengaruhi variabel lain yang tidak diteliti. Sementara itu hasil uji hipotesis baik secara parsial maupun simultan menunjukkan bahwa variabel *knowledge sharing* dan *teamwork* memiliki pengaruh signifikan terhadap kinerja karyawan.

Kata Kunci: *Knowledge Sharing, Teamwork, Kinerja Karyawan*

ABSTRACT

This research originated from the discovery of employee performance problems at PT Hini Daiki Indonesia Tasikmalaya, the problem in this study is the poor performance of employees caused by a lack of knowledge sharing and teamwork. This study aims to determine the effect of knowledge sharing and teamwork both partially and simultaneously. The data collection techniques used are observation, interviews, and questionnaires. The research method used is descriptive and verification with a sample size of 202 respondents. The sampling technique used is probability sampling with proportional random sampling method. Testing research instruments using validity and reliability tests. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, coefficient of determination analysis, and hypothesis testing.

The results showed that knowledge sharing, teamwork, and employee performance of PT Hini Daiki Indonesia are in the poor category. Knowledge sharing has an influence on employee performance of 0.432, teamwork has an influence on employee performance of 0.739. The level of relationship between knowledge sharing and teamwork on employee performance is included in the very strong criteria. Comparison of variables with the greatest influence is teamwork with an influence of 58.75%, knowledge sharing 30.33%, and the remaining 10.9% is influenced by other variables not studied. Meanwhile, the results of hypothesis testing both partially and simultaneously show that the knowledge sharing and teamwork variables have a significant influence on employee performance.

Keywords: Knowledge Sharing, Teamwork, Employee Performance