

ABSTRAK

Penelitian dilatarbelakangi oleh masih rendahnya tingkat kinerja karyawan, *knowledge sharing*, dan budaya organisasi di Shinimari *Japanese Streetfood*. Kondisi tersebut menunjukkan bahwa masih terdapat permasalahan yang perlu mendapat perhatian karena dapat memengaruhi kinerja karyawan dalam melaksanakan tugasnya. Berdasarkan fenomena tersebut, penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi terhadap kinerja karyawan dengan *knowledge sharing* sebagai variabel mediasi pada Shinimari *Japanese Streetfood*. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan Shinimari *Japanese Streetfood* yang berjumlah 72 orang dengan Teknik pengambilan sampel menggunakan sampling jenuh. Pengumpulan data menggunakan kuesioner. Analisis data dilakukan menggunakan *Structural Equation Modeling-Partial Least Square* (SEM-PLS) untuk menguji hubungan langsung maupun tidak langsung antarvariabel. Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap *knowledge sharing*. *Knowledge sharing* juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, budaya organisasi terbukti berpengaruh positif dan signifikan terhadap kinerja karyawan melalui *knowledge sharing* sebagai variabel mediasi.

Kata Kunci: Budaya Organisasi, Kinerja Karyawan, *Knowledge Sharing*

ABSTRACT

This research was motivated by the relatively low levels of employee performance, knowledge sharing, and organizational culture at Shinimari Japanese Streetfood. This condition indicates that there are still issues that require attention, as they may affect employee performance in carrying out their duties. Based on this phenomenon, this study aims to analyze the effect of organizational culture on employee performance with knowledge sharing as a mediating variable at Shinimari Japanese Streetfood. The research method employed was descriptive and verificative research with a quantitative approach. The population in this study consisted of all 72 employees of Shinimari Japanese Streetfood, with saturated sampling used as the sampling technique. Data collected through questionnaires. Data analysis was conducted using Structural Equation Modeling-Partial Least Squares (SEM-PLS) to examine both the direct and indirect relationships among the variables. The results showed that organizational culture had a positive and significant effect on knowledge sharing. Knowledge sharing also had a positive and significant effect on employee performance. Furthermore, organizational culture was found to have a positive and significant effect on employee performance through knowledge sharing as a mediating variable.

Keywords: Organizational Culture, Employee Performance, Knowledge Sharing.