

ABSTRAK

Performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization. Performance can be known and measured if an individual or group of employees already has criteria or benchmark success standards set by the organization. The purpose of this research is to determine the effect of knowledge sharing and the effect of individual innovation capability on employee performance at PT ISS Indonesia Surabaya branch. The method used in this research is explanatory research using multiple regression analysis. Based on the results of the study, it can be seen that Knowledge Sharing has a positive and significant effect, Individual Innovation Capability has a positive and significant effect on employee performance at PT ISS Indonesia Surabaya branch. And the results of the F statistical test obtained a statistical value of 93,242 and a significance value of 0.000 where this result is greater than F table (3,088) at n of 118 so that H_a is accepted which can be concluded that Knowledge Sharing and Individual Innovation Capability on Employee Performance PT. ISS Indonesia Surabaya branch is simultaneously influential.

Keywords: Knowledge Sharing, Individual Innovation Capability, Employee Performance

ABSTRAK

Kinerja merupakan gambaran mengenai tingkat pencapaian pelaksanaan suatu program kegiatan atau kebijakan dalam mewujudkan sasaran, tujuan, visi, dan misi organisasi yang dituangkan melalui perencanaan strategis suatu organisasi. Kinerja dapat diketahui dan diukur jika individu atau sekelompok karyawan telah mempunyai kriteria atau standar keberhasilan tolak ukur yang telah ditetapkan oleh organisasi. Tujuan dilakukannya penelitian ini yaitu untuk mengetahui pengaruh *knowledge sharing* dan pengaruh *individual innovation capability* terhadap kinerja karyawan Pada PT ISS Indonesia cabang Surabaya. Metode yang digunakan dalam penelitian ini yaitu *explanatory research* (penelitian penjelasan) dengan menggunakan analisis regresi berganda. Berdasarkan hasil penelitian, maka dapat diketahui bahwa *Knowledge Sharing* berpengaruh positif dan signifikan, *Individual Innovation Capability* berpengaruh positif dan signifikan terhadap Kinerja Karyawan karyawan PT ISS Indonesia cabang Surabaya. Serta Hasil dari uji statistik F didapatkan nilai statistic f hitung 93.242 dan nilai signifikansi 0,000 dimana hasil ini lebih besar dari F tabel (3.088) pada n sebesar 118 sehingga H_0 diterima yang mana dapat disimpulkan bahwa *Knowledge Sharing* dan *Individual Innovation Capability* terhadap Kinerja Karyawan karyawan PT ISS Indonesia cabang Surabaya adalah berpengaruh secara simultan.

Kata Kunci: *Knowledge Sharing*, *Individual Innovation Capability*, Kinerja Karyawan