

**KNOWLEDEGE SHARING, SELF EFFICACY, AND ORGANIZATIONAL
COMMITMENT TO INFLUENCE ON THE PERFORMANCE OF
EMPLOYEES OF PT. TELKOM INDONESIA TERNATE**

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ABSTRACT

This study aims to determine the effect of knowledge sharing, self-efficacy, and organizational commitment on employee performance at Telkom Indonesia Ternate. This type of research used in this research is quantitative. The study population was 120 respondents. The number of samples used was 92 respondents, with the sampling technique using snowball sampling. The data in this study are primary data sourced from questionnaires distributed directly to the research object, while the data analysis uses multiple linear regression analysis, classical assumptions with the help of the SPSS 26 program.

The results of this study indicate that: 1) knowledge sharing has an effect on employee performance. 2) self efficacy has a positive effect on employee performance. 3) organizational commitment has a positive effect on employee performance. 4) knowledge sharing, self efficacy, and organizational commitment have a positive effect on employee performance

Keywords : *knowledge sharing, self efficacy, organizational commitment, and employee performance*

**KNOWLEDEGE SHARING, SELF EFFICACY, DAN KOMITMEN
ORGANISASI PENGARUHNYA TERHADAP KINERJA PEGAWAI
PT.TELEKOMUNIKASI INDONESIA TERNATE**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *knowledge sharing, self efficacy, dan* komitmen organisasi terhadap Kinerja karyawan Telekomunikasi Indonesia Ternate. Jenis penelitian ini yang digunakan dalam penelitian ini yaitu kuantitatif. Populasi penelitian adalah 120 responden. Jumlah sampel yang digunakan sebanyak 92 responden, dengan teknik pengambilan sampel menggunakan *snowball sampling*. Data dalam penelitian ini merupakan data primer yang bersumber dari kuesioner yang disebarakan langsung di objek penelitian, sedangkan analisis data menggunakan analisis regresi linier berganda, asumsi klasik dengan bantuan program SPSS 26.

Hasil dari penelitian ini menunjukkan bahwa : 1) *knowledge sharing* berpengaruh terhadap Kinerja karyawan. 2) *self efficacy* berpengaruh positif terhadap Kinerja karyawan. 3) komitmen organisasi berpengaruh positif terhadap Kinerja karyawan. 4) *knowledge sharing, self efficacy, dan* komitmen organisasi secara silmutan berpengaruh positif terhadap Kinerja karyawan

Kata kunci : *knowledge sharing, self efficacy, komitmen organisasi, dan* Kinerja karyawan