

ABSTRAK

Kompetensi dikatakan sebagai salah satu faktor yang mempengaruhi kinerja. Penelitian yang dilakukan oleh Qamariah dan Fadli (2011) juga memperoleh hasil penelitian bahwa kompetensi mempunyai pengaruh signifikan dan positif terhadap kinerja. Penelitian lain menyatakan bahwa rotasi pekerjaan memberikan pengaruh secara simultan dan tidak memberikan pengaruh signifikan terhadap kinerja SDM apabila tidak diikuti dengan variabel lain (Edwan,2012). Selain kompetensi dan *job rotation*, faktor lain yang dapat meningkatkan kinerja adalah *knowledge sharing*. Permasalahan yang sering muncul adalah Bagaimana Model Pengembangan *Job Rotation* sehingga memicu kinerja SDM.

Hasil penelitian adalah bila semakin tinggi *knowledge sharing*, maka semakin tinggi kinerja sumber daya manusia di Dinas Koperasi UKM Provinsi Jawa Tengah dan ada pengaruh yang signifikan pada penerapan *knowledge sharing* dengan kinerja. Bila semakin tinggi Kompetensi SDM, maka semakin tinggi kinerja sumber daya manusia di Dinas Koperasi UKM Provinsi Jawa Tengah, dan ada pengaruh signifikan antara kompetensi SDM dengan kinerja. Bila tingkat kompetensi SDM semakin tinggi, maka semakin tinggi *knowledge sharing* pegawai Dinas Koperasi UKM Provinsi Jawa Tengah dan ada pengaruh signifikan antara kompetensi SDM dengan *knowledge sharing*. Bila tingkat *job rotation* semakin tinggi, maka semakin tinggi *knowledge sharing* pegawai Dinas Koperasi UKM Provinsi Jawa Tengah. Bila tingkat *job rotation* semakin tinggi, maka semakin tinggi pula kinerja sumber daya manusia Dinas Koperasi UKM Provinsi Jawa Tengah serta variabel *job rotation* memiliki pengaruh total yang dominan terhadap kinerja sumber daya manusia.

Kinerja SDM di Dinas Koperasi dan UKM Provinsi Jawa Tengah dapat dioptimalkan melalui peningkatan kompetensi, *job rotation* dan *knowledge sharing*.

Kata Kunci : Kompetensi, *Job Rotation*, *Knowledge Sharing* dan Kinerja SDM

ABSTRACT

Competence is said to be one of the factors affecting performance. Research conducted by Qamariah and Fadli (2011) also obtained research results that competence has a significant and positive influence on performance. Other research states that job rotation gives effect simultaneously and does not give significant influence to HR performance if not followed by other variables (Edwan, 2012). In addition to competence and job rotation other factors that can improve performance is knowledge sharing. The problems that often arise is How Job Rotation Development Model to trigger the performance of human resources.

The result of research is that if the higher knowledge sharing, hence the higher performance of human resources of Kopersi Service and Small Micro Business of Central Java Province and there is significant influence of knowledge sharing application with performance. If the higher the competence of human resources, the higher the performance of human resources of the Cooperative and Micro Small Scale Enterprise of Central Java Province and there is a significant influence between the competence of human resources with the performance. If the level of competence of human resources is higher, the higher the knowledge sharing of employees of the Office of Cooperative and Small Micro Enterprises of Central Java Province and there is a significant influence between the competence of human resources with knowledge sharing. When the level of job rotation is higher, the higher the knowledge sharing of employees of Cooperative and Micro Small Business Office of Central Java Province. When the job rotation level is higher, the higher performance of human resources of Cooperative and Micro Small Business Office of Central Java Province and job rotation variables have a dominant total influence on human resource performance..

The performance of human resources in the Office of Cooperatives and Micro Small Enterprises of Central Java Province can be optimized through the improvement of competence, job rotation and knowledge sharing.

Key words : *Competence, Job Rotation, Knowledge Sharing and Human Resource Performance*