

## ABSTRAK

Tujuan dalam penelitian ini adalah untuk mendiskripsikan dan menganalisis keterkaitan variabel kompetensi professional, *knowledge donating* dan *knowledge collecting* terhadap kinerja karyawan PT. Bank Mandiri (Persero) Kantor Cabang Semarang Mpu Tantular. Populasi yang digunakan adalah seluruh staf/ karyawan PT. Bank Mandiri (Persero) Semarang Cabang Mpu Tantular sebesar 153 dengan jumlah sampel sebesar 65 responden. Alat analisis yang digunakan adalah path analysis, dimana sebelumnya dilakukan uji validitas dan reliabilitas serta uji asumsi klasik.

Hasil pengujian menunjukkan bahwa kompetensi professional berpengaruh positif terhadap *knowledge donating* dan *knowledge collecting*. Penelitian juga terbukti bahwa kompetensi profesional, *knowledge donating* dan *knowledge collecting* berpengaruh positif terhadap kinerja SDM. *Knowledge donating* mampu menjadi variabel intervening kompetensi professional terhadap kinerja SDM. *Knowledge collecting* mampu menjadi variabel intervening antara kompetensi professional terhadap kinerja SDM, artinya semakin tinggi kompetensi profesional yang dimiliki karyawan, maka akan mempengaruhi karyawan dalam melaksanakan pekerjaan yang dibebankan kepadanya secara efektif, efisien dan bertanggung jawab, sehingga akan mendorong rekan-rekan kerja untuk saling mendukung dalam mengumpulkan informasi pengetahuan guna meningkatkan kinerja karyawan secara maksimal.

Kata Kunci: Kompetensi professional, *knowledge donating*, *knowledge collecting* dan kinerja SDM

## **ABSTRACT**

The purpose of this study was to describe and analyze the relationship between variables of professional competence, knowledge donating and knowledge collecting on the performance of employees of PT. Bank Mandiri (Persero) Semarang Mpu Tantular Branch Office. The population used is all staff / employees of PT. Bank Mandiri (Persero) Semarang Branch of MpuTantular is 153 with a total sample of 65 respondents. The analytical tool used is path analysis, where previously validity and reliability tests and classical assumptions were tested.

The test results show that professional competence has a positive effect on knowledge donating and knowledge collecting. Research has also proven that professional competence, knowledge donating and knowledge collecting have a positive effect on HR performance. Knowledge donating is able to be an intervening variable of professional competence towards HRD performance. Knowledge collecting is able to be an intervening variable between professional competence and HR performance, meaning that the higher the professional competence of employees, it will affect employees in carrying out the work that is charged to them effectively, efficiently and responsibly, so that it will encourage colleagues to support each other in gathering knowledge information to maximize employee performance.

Keywords: Competence professional, knowledge donating, knowledge collecting and performance HRD