

**MODEL PENINGKATAN *JOB PERFORMANCE* , *TACIT KNOWLEDGE CAPACITY* , *KNOWLEDGE SHARING MELALUI INNOVATION CAPABILITY* SEBAGAI VARIABEL INTERVENING**

**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis model peningkatan *job performance*, *tacit knowledge capacity*, *knowledge sharing melalui innovation capability sebagai variable intervening*. Populasi yang digunakan dalam penelitian ini adalah UKM batik di Kabupaten Pekalongan. Dengan tehnik pengambilan sampel yaitu dengan *purposive sampling* arinya sampel diambil menurut kriteria tersebut dipilih atas dasar kesesuaian karakteristik sampel dengan kriteria pemilihan sampel yang telah ditentukan. Dengan menggunakan instrument penelitian berupa kuesioner. Analisis data menggunakan *SmartPLS* hasil penelitian ini menunjukkan *tacit knowledge capacity* dan *knowledge sharing* berpengaruh positif terhadap *innovation capability*. *Innovation capability* mempunyai peran penting sebagai *variable intervening* terhadap *job performance*. Dalam *Innovation capability* yang di miliki karyawan untuk mendorong *job performance*.

**Kata Kunci:** *tacit knowledge*, *knowledge sharing*, *innovation capability*, *job performance*.

**MODEL OF INCREASING JOB PERFORMANCE, TACIT KNOWLEDGE,  
KNOWLEDGE SHARING THROUGH INNOVATION CAPABILITY AS  
INTERVENING VARIABLES**

**ABSTRACT**

*This study aims to analyze the model of job performance, tacit knowledge capacity, knowledge sharing through innovation capability as intervening variables. The population used in this study were employees of ukm batik pekalongan. With sampling techniques namely by purposive sampling means the sample taken according to these criteria is chosen on the basis of the suitability of the characteristics of the sample with the specified sample selection criteria. By using a research instrument in the form of a questionnaire. Analysis can use SmartPLS results of this study show tacit knowledge capacity and knowledge sharing have a positive effect on innovation capability. Innovation capability has an important role as an intervening variable on job performance. In Innovation capability that is owned by employees to encourage job performance.*

*Keywords: tacit knowledge, knowledge sharing, innovation capability, jobperformance:*