

## ABSTRAKSI

Terciptanya kinerja karyawan secara maksimal karena peran perusahaan untuk terus dalam melakukan pembelajaran guna mengevaluasi hasil yang dicapai, sehingga dibutuhkan *knowledge management* guna menyerap pengetahuan para karyawannya untuk perbaikan perusahaan. Penelitian ini bertujuan untuk menganalisis pengaruh *tacit knowledge* dan *explicit knowledge* terhadap *job performance* dengan *learning organization capacity* sebagai variabel intervening. Populasi adalah karyawan PT. Nusantara Building Industries. Dengan menggunakan teknik *purposive sampling* maka diperoleh jumlah sampel sebesar 100 responden. Alat analisisnya adalah *Partial Least Square*.

Hasil pengujian menunjukkan bahwa *tacit knowledge* dan *explicit knowledge* mampu menerima hipotesis pertama dan kedua dengan berpengaruh positif. *Tacit knowledge*, *explicit knowledge* dan *learning organization capacity* terhadap *job performance* menerima hipotesis ketiga, keempat dan kelima dengan berpengaruh positif. *Learning organization capacity* mampu menjadi variabel intervening terhadap *job performance*, artinya semakin tinggi pengetahuan yang melekat pada diri karyawan karena pengalaman yang dimiliki, maka akan semakin menambah perubahan dalam dirinya karena kapasitas pembelajaran yang dilakukannya sehingga akan berdampak pada pencapaian kinerja karyawan secara maksimal. *Learning Organization Capacity* mampu menjadi variabel intervening antara *explicit knowledge* terhadap *job performance*.

*Keyword* : *tacit knowledge, explicit knowledge, learning organization capacity dan job performance.*

## ABSTRACT

The creation of maximum employee performance due to the company's role to continue in learning to evaluate the result achieved, so that knowledge management is needed to absorb the knowledge of its employee's for the improvement of the company. This study aims to analyze the effect of tacit knowledge and explicit knowledge on job performance with learning organization capacity as an intervening variable. The population is the employee of PT Nusantara Building Industries. By using purposive sampling technique, we obtained a sample size of 100 respondents. The analysis tool is Partial Least Square.

The test results show that tacit knowledge and explicit knowledge of learning organizations capacity are able to accept the first and second hypotheses with a positive effect. Tacit knowledge, explicit knowledge and learning organization capacity on job performance accept the third, fourth and fifth hypothesis with positive effect. Learning organization capacity is able to be an intervening variable to job performance, meaning that the higher the knowledge inherent in employees because of the experience they have, the more will change in themselves because of the learning capacity they do so that it will have an impact on achieving employee performance optimally. Learning organization capacity is able to become an intervening variable between explicit knowledge and job performance.

Keywords : Tacit knowledge, explicit knowledge, learning organization capacity and job performance.