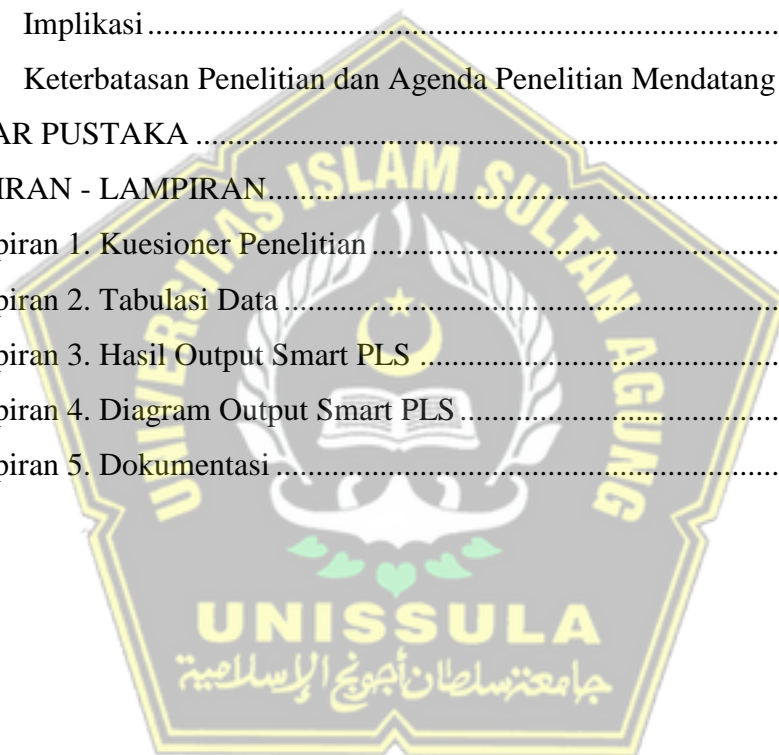


DAFTAR ISI

JUDUL	i
HALAMAN PENGESAHAN.....	ii
HALAMAN PERNYATAAN	Error! Bookmark not defined.
ABSTRAK	v
MOTO DAN PERSEMBAHAN	vii
KATA PENGANTAR	viii
DAFTAR ISI.....	xi
DAFTAR TABEL.....	xiv
DAFTAR GAMBAR	xv
BAB I	i
PENDAHULUAN	1
1.1 Latar Belakang Masalah	1
1.2 Rumusan Masalah	7
1.3 Tujuan Penelitian.....	7
1.4 Manfaat Penelitian.....	8
BAB II.....	10
KAJIAN PUSTAKA.....	10
2.1 Landasan Teori	10
2.1.1 <i>Employee Performance</i>	10
2.1.2 <i>Competency</i>	11
2.1.3 <i>Knowledge Sharing</i>	11
2.1.4 <i>Work Experience</i>	12
2.2 Hubungan Antar Variabel	13
2.2.1 Pengaruh <i>Knowledge Sharing</i> terhadap <i>Employee Performance</i>	13
2.2.2 Pengaruh <i>Knowledge Sharing</i> terhadap <i>Competency</i>	14
2.2.3 Pengaruh <i>Work Experience</i> terhadap <i>Employee Performance</i>	14
2.2.4 Pengaruh <i>Work Experience</i> terhadap <i>Competency</i>	15

2.2.5	Pengaruh <i>Competency</i> terhadap <i>Employee Performance</i>	16
2.3	Model Empirik	16
2.4	Hipotesis Penelitian	17
BAB III		18
METODE PENELITIAN		18
3.1	Jenis Penelitian	18
3.2	Populasi dan Sampel	18
3.3	Sumber dan Jenis Data	20
3.4	Metode Pengumpulan Data	20
3.5	Variabel dan Indikator	21
3.6	Teknik Analisis Data	22
3.6.1	Smart Partial Least Square (PLS)	22
3.6.2	Pengujian Model Pengukuran (<i>Outer Model</i>)	24
3.6.3	Pengujian Model Struktural (<i>Inner Model</i>)	26
BAB IV		28
HASIL PENELITIAN DAN PEMBAHASAN		28
4.2	Gambaran Umum Responden	28
4.3	Demografi Responden	29
4.4	Analisis Deskriptif Variabel Penelitian	31
4.4.1	Deskripsi Variabel <i>Knowledge Sharing</i> (X1)	31
4.4.2	Deskripsi Variabel <i>Work Experience</i> (X2)	33
4.4.3	Deskripsi Variabel <i>Competency</i> (Y1)	34
4.4.4	Deskripsi Variabel <i>Employee Performance</i> (Y2)	36
4.5	Analisis Data Kuantitatif	37
4.5.1	Pengujian Model Pengukuran (<i>Outer Model</i>)	37
4.5.2	Pengujian Model Struktural (<i>Inner Model</i>)	43
4.6	Pembahasan Hasil Penelitian	55
4.6.1	Pengaruh <i>Knowledge Sharing</i> terhadap <i>Employee Performance</i>	55
4.6.2	Pengaruh <i>Knowledge Sharing</i> terhadap <i>Competency</i>	55
4.6.3	Pengaruh <i>Work Experience</i> terhadap <i>Employee Performance</i>	56
4.6.4	Pengaruh <i>Work Experience</i> terhadap <i>Competency</i>	56

4.6.5	Pengaruh <i>Competency</i> terhadap <i>Employee Performance</i>	57
4.6.6	Pengaruh <i>Knowledge Sharing</i> terhadap <i>Employee Performance</i> melalui <i>Competency</i>	57
4.6.7	Pengaruh <i>Work Experience</i> terhadap <i>Employee Performance</i> melalui <i>Competency</i>	58
BAB V.....		59
PENUTUP.....		59
5.1	Kesimpulan.....	59
5.2	Implikasi	62
5.3	Keterbatasan Penelitian dan Agenda Penelitian Mendatang	64
DAFTAR PUSTAKA		65
LAMPIRAN - LAMPIRAN.....		69
Lampiran 1. Kuesioner Penelitian		70
Lampiran 2. Tabulasi Data		75
Lampiran 3. Hasil Output Smart PLS		85
Lampiran 4. Diagram Output Smart PLS		90
Lampiran 5. Dokumentasi		93



DAFTAR TABEL

Tabel 3. 1 Definisi dan Indikator	21
Tabel 4. 1 Hasil Pengumpulan Data Primer	29
Tabel 4. 2 Demografi Responden.....	29
Tabel 4. 3 Statistik Deskriptif Variabel Knowledge Sharing (X1)	32
Tabel 4. 4 Statistik Deskriptif Variabel Work Experience (X2)	33
Tabel 4. 5 Statistik Deskriptif Variabel Competency (Y1)	35
Tabel 4. 6 Statistik Deskriptif Variabel Employee Performance (Y2)	36
Tabel 4. 7 Nilai Outer Loadings.....	38
Tabel 4. 8 Nilai Average Variance Extracted (AVE)	39
Tabel 4. 9 Nilai Fornell Larcker Criterion	40
Tabel 4. 10 Nilai Heterotrait – Monotrait Ratio (HTMT).....	41
Tabel 4. 11 Nilai Cross Loading	42
Tabel 4. 12 Nilai Internal Consistency Reliability	43
Tabel 4. 13 Nilai Coefficient of Determination (R-Square)	44
Tabel 4. 14 Nilai Effect Size (f^2)	45
Tabel 4. 15 Hasil Uji Hipotesis	48
Tabel 4. 16 Hasil Perhitungan Pengaruh Tidak Langsung Pada Inner Model	52
Tabel 4. 17 Nilai Predictive Relevance (Q Square)	54
Tabel 4. 18 Nilai NFI.....	54

DAFTAR GAMBAR

Gambar 2. 1 Model Empirik	17
Gambar 4. 1 Pengujian Model Pengukuran (Outer Model)	37
Gambar 4. 2 Pengujian Model Struktural (Inner model)	46
Gambar 4. 3 Hasil Blindfolding	53

