

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh antara variabel *Knowledge sharing*, *Innovation Capability* dan *Individual Performance* pada Badan Kepegawaian Daerah Kabupaten Muna, Propinsi Sulawesi Tenggara.

Penelitian ini dilakukan pada seluruh pegawai Badan Kepegawaian Daerah Kabupaten Muna. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner kepada 54 responden yang menjadi sampel penelitian. Pengambilan sampel menggunakan metode sensus dengan model analisis Smart PLS ( *Partial Least Square*) sebagai alat bantu analisisnya.

Berdasarkan hasil analisis menunjukkan bahwa *Knowledge sharing* berpengaruh positif signifikan terhadap *Innovation Capability*, Namun *Knowledge sharing* tidak berpengaruh signifikan terhadap *Individual Performance*. Kemudian *Innovation Capability* berpengaruh signifikan terhadap *Individual Performance*. Dengan demikian untuk meningkatkan *Individual Performance* bisa dilakukan melalui Knowledge Sharing dengan meningkatkan *Innovation Capability* pegawai.

**Keywords** : *Knowledge sharing*, *Innovation Capability*, dan *Individual Performance*.

## ABSTRACT

*This research intended to examine and analyze the influence of knowledge sharing, innovation capability and individual performance on Regional Personnel Agency (BKD) OF Muna Regency, in South East of Sulawesi.*

*This Research was conducted to the all employeers of Regional Personnel Agency (BKD )OF Muna Regency. The Data was collected by distributing 54 questionnaires to the respondents as the sample, and all questionnaires were returned. For analyzing the data effectively, Smart PLS (Partial Least Square) was selected.*

*Based the result of analysis showed that knowledge sharing had a significant positive effect on innovation capability. In contrast, knowledge sharing did not have significant positive effect on individual performance. Then Innovation capability had a significant positive effect on individual performance. Thus, to increase individual performance tcold be done through knowledge sharing by enhancing innovation capability of employers.*

**Keywords:** *Knowledge sharing, Innovation Capability, dan Individual Performance.*