ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *organizational learning* dan *donating knowledge* serta *collecting knowledge* terhadap kinerja guru di SMA Islam Sultan Agung 1 Semarang. Dalam penelitian ini diajukan satu variabel independen, satu variabel dependen, dan dua variabel intervening. *Organizational learning* sebagai variabel independen, kinerja sumber daya manusia sebagai variabel dependen, serta *donating knowledge* dan *collecting knowledge* sebagai variabel intervening.

Jenis penelitian pada penelitian ini adalah explanatory research dan menggunakan metode penelitian sensus pada populasi guru di SMA Islam Sultan Agung 1 Semarang. Tahap pertama menguji validitas dan realibilitas pertanyaan setiap variabel. Tahap kedua menguji regresi variabel *organizational learning, donating knowledge* dan *collecting knowledge* terhadap kinerja guru.

Hasil pada penelitian ini adalah semua variabel berpengaruh positif signifikan, kecuali untuk variabel *organizational learning* pengaruhnya negatif signifikan terhadap kinerja sumber daya manusia. Rangking pertama pada peningkatan kinerja sumber daya manusia dipengaruhi oleh *organizational learning* melalui *donating knowledge,* sebesar 47 %. Rangking kedua pada peningkatan kinerja sumber daya manusia dipengaruhi *organizational learning* melalui *collecting knowledge,* sebesar 16 %. Rangking ketiga pada peningkatan kinerja sumber daya manusia dipengaruhi langsung oleh *organizational leaning,* sebesar 1.8 %.

Kata kunci : *Organizational Learning*, *Donating Knowledge*, *Collecting Knowledge*, Kinerja

ABSTRACT

This study aims to determine the effect of organizational learning and knowledge Donating and collecting knowledge on teacher performance in SMA Islam Sultan Agung 1 Semarang. In this study proposed an independent variable, the dependent variable, and the two intervening variables. Organizational learning as independent variables, the performance of human resources as the dependent variable, as well as collecting Donating knowledge and knowledge as an intervening variable.

This type of research in this study is explanatory research and using research methods census on population teacher at SMA Islam Sultan Agung 1 Semarang. The first phase tested the validity and reliability questions for each variable. The second stage regression test organizational learning, knowledge Donating and collecting knowledge on teacher performance.

The results in this study were all positive significant variable, except for the variable of organizational learning negatively influence significantly to the performance of human resources. Ranking first on improving human resource performance influenced by Donating organizational learning through knowledge, by 47%. Ranking second on improving human resource performance influenced organizational learning through collecting knowledge, by 16%. Ranking third on improving the performance of human resources is directly affected by the organizational leaning, by 1.8%.

Keyword   : *Organizational Learning*, *Donating Knowledge*, *Collecting Knowledge*, *Performance*