

## **ABSTRACT**

*This study aims to examine and analyze the effect of human capital, organizational performance and leadership on the knowledge management in PT Bank Central Asia Tbk. The sampling method used was probability sampling by taking a simple random sampling of all employees in the office area XII amounted to 155 people. The method of analysis used in this study is multiple linear regression. The results showed human capital, organizational performance and leadership simultaneously are having significant influence to the knowledge management. Partially organizational performance and leadership have significant influence on the knowledge management, while human capital is not significant influence on the knowledge management. Leadership is the biggest significant variable in influencing the knowledge management.*

*Keywords : Human Capital, Organizational Performance, Leadership, Knowledge Management*



## **ABSTRAK**

Peneletian ini bertujuan untuk menguji dan menganalisis pengaruh *Human Capital*, *Organizational Performance* dan *Leadership* terhadap *Knowledge Management* di PT Bank Central Asia Tbk. Metode sampling yang digunakan adalah *probability sampling* dengan cara pengambilan *simple random sampling* dari seluruh karyawan pada kantor wilayah XII berjumlah 155 orang. Metode analisis yang digunakan dalam penelitian ini adalah regresi linier berganda. Hasil penelitian menunjukkan *Human Capital*, *Organizational Performance* dan *Leadership* secara bersama-sama (simultan) berpengaruh secara signifikan terhadap *Knowledge Management*. Secara parsial *Organizational Performance* dan *Leadership* berpengaruh signifikan terhadap *Knowledge Management*, sedangkan *Human Capital* tidak signifikan berpengaruh terhadap *Knowledge Management*. *Leadership* merupakan variabel yang paling besar pengaruhnya terhadap *Knowledge Management*.

Kata kunci : *Human Capital*, *Organizational Performance*, *Leadership*, *Knowledge Management*

