

ABSTRACT

This study aims to determine the Effect of Education and Training (Diklat), Motivation and Knowledge Sharing on Employee Performance at the Ministry of Communication and Information Technology at the Treasury Section of the Finance Bureau. This study was conducted on 100 respondents using a quantitative descriptive approach with a non-probability sampling method of Slovin formula. Analysis of the data used is Component or Variance Based Structural Equation Model and processed with PLS 3.0 version of Partial Least Square (Smart-PLS). The results of this study indicate that Education and Training (Diklat), Motivation and Knowledge Sharing affect simultaneously and partially on the performance of employees in the Ministry of Communication and Information Technology at the Treasury Bureau because it has a T value of Statistics > 1.96 and P-value < 0, 05. Knowledge sharing has the biggest influence with a large influence of 0.372

Keywords: Education and Training (Diklat), Motivation and Knowledge Sharing, Employee Performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Pendidikan dan Pelatihan (Diklat), Motivasi Dan *Knowledge Sharing* Terhadap Kinerja Pegawai Di Kementerian Komunikasi Dan Informatika Pada Biro Keuangan Bagian Perbendaharaan. Penelitian ini dilakukan terhadap 100 responden menggunakan pendekatan deskriptif kuantitatif dengan metode non probability sampling rumus slovin. Analisis data yang digunakan adalah Component atau Variance Based Structural Equation Model dan diolah dengan program Partial Least Square (Smart-PLS) versi 3.0 PLS. Hasil penelitian ini menunjukkan bahwa Pendidikan dan Pelatihan (Diklat), Motivasi Dan *Knowledge Sharing* berpengaruh secara simultan dan parsial terhadap kinerja pegawai di Kementerian Komunikasi dan Informatika pada Biro Keuangan Bagian Perbendaharaan karena memiliki nilai T-Statistic $> 1,96$ dan nilai P-value $< 0,05$. Knowledge sharing berpengaruh paling besar dengan besar pengaruh sebesar 0,372

Kata Kunci: Pendidikan dan Pelatihan (Diklat), Motivasi Dan *Knowledge Sharing*, Kinerja Pegawai

