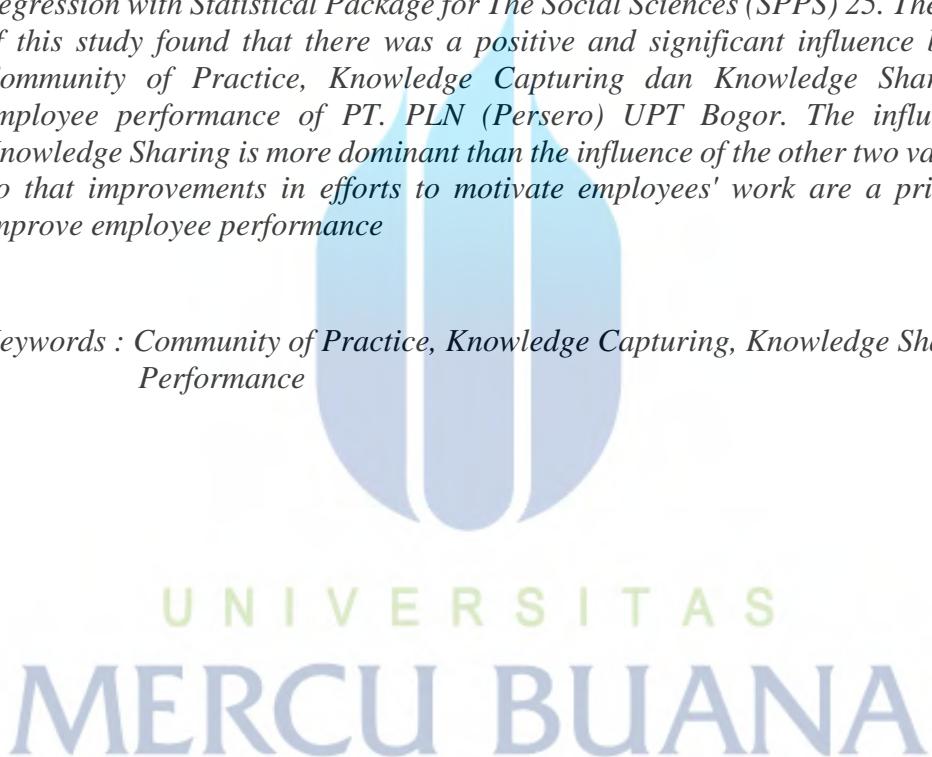# ABSTRACT

This study aims to determine the effect of Community of Practice, Knowledge Capturing dan Knowledge Sharing simultaneously on employee performance of PT PLN (Persero) UPT Bogor and to find the most dominant influence among independent variables which will then be made a priority of improvement in an effort to improve employee performance. This research is quantitavive research with survey method. The Population was employees of PT. PLN (Persero) UPT Bogor. The research uses non probability sampling with 30 employees of PT. PLN (Persero) UPT Bogor. Data analysis uses Multiple Linear Regression with Statistical Package for The Social Sciences (SPPS) 25. The results of this study found that there was a positive and significant influence between Community of Practice, Knowledge Capturing dan Knowledge Sharing on employee performance of PT. PLN (Persero) UPT Bogor. The influence of Knowledge Sharing is more dominant than the influence of the other two variables. So that improvements in efforts to motivate employees' work are a priority to improve employee performance

Keywords : Community of Practice, Knowledge Capturing, Knowledge Sharing, Performance

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *Community of Practice, Knowledge Capturing* dan *Knowledge Sharing* secara simultan terhadap Kinerja Karyawan PT. PLN (Persero) UPT Bogor serta mencari pengaruh paling dominan diantara variabel bebas yang kemudian akan dijadikan prioritas perbaikan dalam upaya meningkatkan kinerja karyawan. Jenis penelitian kuantitatif dengan metode survey, Populasi adalah seluruh karyawan PT PLN (Persero) UPT Bogor, teknik pengambilan menggunakan *non probability sampling* dengan sampel jenuh sejumlah 30 karyawan. Analisis data menggunakan Regresi Linier Berganda dengan *Statistical Package for The Social Sciences* (SPPS) 25. Ditemukan hasil penelitian terdapat pengaruh positif dan signifikan antara *Community of Practice, Knowledge Capturing* dan *Knowledge Sharing* Terhadap Kinerja Karyawan PT. PLN (Persero) UPT Bogor. Pengaruh *Knowledge Sharing* lebih dominan dibandingkan pengaruh kedua variabel yang lain. Saran *Knowledge Sharing* menjadi prioritas utama untuk meningkatkan kinerja karyawan

Kata Kunci : *Communtiy of Practice, Knowledge Capturing, Knowledge Sharing,*
        Kinerja