

Pengaruh *Knowledge Management*, Lingkungan Kerja, dan Kepuasan Kerja terhadap Kinerja Pegawai di Sekretariat Utama Instansi XYZ

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ABSTRAK

Studi ini bertujuan menganalisis sejauh mana *knowledge management*, lingkungan kerja, dan kepuasan kerja memengaruhi kinerja pegawai pada Sekretariat Utama di Instansi XYZ. Studi ini disusun dengan metode kuantitatif, sementara informasi utama penelitian dikumpulkan melalui tanggapan responden terhadap kuesioner yang diberikan. Jumlah populasi dalam penelitian ini sebanyak 187 PNS level staf, kemudian ditetapkan 65 orang sebagai sampel melalui rumus Slovin dengan taraf kesalahan 10%. Pemilihan responden dengan *probability sampling* melalui metode *simple random sampling*. Data yang terkumpul diolah menggunakan metode SEM-PLS melalui SmartPLS 4.0. Hasilnya membuktikan bahwa *knowledge management* memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Temuan serupa juga diperoleh pada variabel lingkungan kerja dan kepuasan kerja, yang keduanya terbukti berpengaruh positif serta signifikan terhadap kinerja pegawai. R-Square menunjukkan 55,1%, hal ini menjelaskan mengenai ketiga variabel dalam model penelitian memiliki kemampuan mempengaruhi kinerja pegawai, selain itu 44,9% berasal dari faktor luar model penelitian.

Kata Kunci: *knowledge management*, lingkungan kerja, kepuasan kerja, kinerja pegawai.

The Influence of Knowledge Management, Work Environment, and Job Satisfaction on Employee Performance at the Main Secretariat of XYZ Instansion

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ABSTRACT

This study aims to examine the extent to which knowledge management, work environment, and job satisfaction influence employee performance at the Main Secretariat of XYZ Instansion. The research applies a quantitative approach, with primary data obtained from respondents' answers to the distributed questionnaires. The population consisted of 187 civil servants at the staff level, from which 65 respondents were selected as the sample using the Slovin formula with a 10% margin of error. The respondents were chosen through probability sampling using a simple random sampling technique. The collected data were analyzed using the SEM-PLS method with the assistance of SmartPLS 4.0. The findings indicate that knowledge management has a positive and significant effect on employee performance. Similar results were also found for the work environment and job satisfaction variables, both of which were proven to have a positive and significant influence on employee performance. The R-Square value of 55.1% shows that the three variables in the research model are able to explain employee performance by 55.1%, while the remaining 44.9% is influenced by other factors outside the model.

Keywords: *knowledge management, work environment, job satisfaction, employee performance.*