

ABSTRACT

This study aims to determine how much influence knowledge management and HR competence have on employee performance with work discipline as an intervening variable at the Padang branch of Health BPJS. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating the questionnaire as many as 89 respondents.

The results of the data analysis concluded that there was a significant negative effect between the work involvement variable and the organizational commitment variable. There is a positive and insignificant influence between the communication style variable and the organizational commitment variable. There is a significant negative effect between work involvement variables on work performance variables. There is a positive effect that is not significant between the communication style variables on work performance variables. There is a significant negative effect between organizational commitment variables on work performance variables. There is a positive influence that is not significant between work involvement variables on work performance through organizational commitment. There is a negative effect that is not significant between the variables of communication style on work performance through organizational commitment.

Keywords: Knowledge Management, HR Competence, Employee Performance, Work Discipline

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *knowledge managemen* dan kompetensi SDM terhadap kinerja karyawan dengan disiplin kerja sebagai variabel intervening pada BPJS Kesehatan cabang Padang. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 89 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh negatif yang signifikan antara variabel keterlibatan kerja terhadap variabel komitmen organisasi. Terdapat pengaruh positif dan tidak signifikan antara variabel gaya komunikasi terhadap terhadap variabel komitmen organisasi. Terdapat pengaruh negatif yang signifikan antara variabel keterlibatan kerja terhadap variabel prestasi kerja. Terdapat pengaruh positif yang tidak signifikan antara variabel gaya komunikasi terhadap variabel prestasi kerja. Terdapat pengaruh negatif yang signifikan antara variabel komitmen organisasi terhadap variabel prestasi kerja. Terdapat pengaruh positif yang tidak signifikan antara variabel keterlibatan kerja terhadap prestasi kerja melalui komitmen organisasi. Terdapat pengaruh negatif yang tidak signifikan antara variabel gaya komunikasi terhadap prestasi kerja melalui komitmen organisasi.

Kata Kunci : *Knowledge Management*, Kompetensi SDM, Kinerja Karyawan, Disiplin Kerja