

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh *Knowledge Management* Dan *Quality Of Work Life* Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada SMKN 8 Padang. Metode analisis data menggunakan kuesioner, dengan sampel 80 responden. Metode analisis data yang digunakan adalah *SEM*. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara *Knowledge Management* terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara *Quality Of Work Life* terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara *Knowledge Management* terhadap Kinerja Pegawai. Terdapat pengaruh positif dan tidak signifikan antara *Quality Of Work Life* terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai. Kepuasan Kerja tidak memediasi *Knowledge Management* terhadap Kinerja Pegawai. Kepuasan Kerja tidak memediasi *Quality Of Work Life* terhadap Kinerja Pegawai. Kontribusi variabel *Knowledge Management* dan *Quality Of Work Life* melalui Kepuasan Kerja 69,9% sedangkan sisanya sebesar 30,1% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak SMKN 8 Padang dapat meningkatkan Kinerja Pegawai dengan meningkatkan *Knowledge Management*, *Quality Of Work Life* dan Kepuasan Kerja melalui masing-masing indikator.

Kata Kunci: *Knowledge Management*, *Quality Of Work Life*, Kepuasan Kerja, Dan Kinerja Pegawai

ABSTRACT

The purpose of this study is to find out how much influence Knowledge Management and Quality of Work Life have on Employee Performance with Job Satisfaction as Intervening Variables at SMKN 8 Padang. Methods of data analysis using a questionnaire, with a sample of 80 respondents. The data analysis method used is SEM. Based on the results of the study indicate that there is a positive and significant influence between Knowledge Management on Job Satisfaction. There is a positive and significant influence between the Quality of Work Life on Job Satisfaction. There is a positive and significant influence between Knowledge Management on Employee Performance. There is a positive and insignificant influence between the Quality of Work Life on Employee Performance. There is a negative and insignificant effect between Job Satisfaction on Employee Performance. Job Satisfaction does not mediate Knowledge Management on Employee Performance. Job Satisfaction does not mediate Quality Of Work Life on Employee Performance. The contribution of Knowledge Management and Quality of Work Life variables through Job Satisfaction is 69.9% while the remaining 30.1% is influenced by other variables outside this research. Based on the results of this study, it is hoped that SMKN 8 Padang can improve employee performance by increasing Knowledge Management, Quality of Work Life and Job Satisfaction through each indicator.

Keywords: Knowledge Management, Quality Of Work Life, Job Satisfaction, And Employee Performance