

ABSTRAK

Penelitian ini bertujuan untuk menguji besar Pengaruh *Knowledge Management*, *Career Development*, dan Motivasi terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening pada PT. Home Credit Indonesia Sumatera Barat. Dengan menggunakan data primer yang diperoleh dengan pengumpulan kuesioner dengan sampel 38 responden dari karyawan PT.Home Credit Indonesia Sumatera Barat. Metode yang digunakan dalam penelitian ini adalah Analisis *structural Equation Modeling* (SEM) Dengan *Partial Least Square* (PLS).

Hasil penelitian ini menyimpulkan bahwa : (1) *knowledge management* berpengaruh signifikan terhadap kepuasan kerja. (2) *career development* berpengaruh signifikan terhadap kepuasan kerja. (3) motivasi berpengaruh signifikan terhadap kepuasan kerja. (4) *knowledge management* tidak berpengaruh signifikan terhadap kepuasan kerja. (5) *career development* berpengaruh signifikan terhadap kinerja karyawan. (6) motivasi tidak berpengaruh signifikan terhadap kinerja karyawan. (7) kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan. (8) *knowledge management* tidak berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja. (9) *career development* tidak berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja. (10) motivasi tidak berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja.

Kata kunci : *knowledge management*, *career development*, motivasi, kinerja karyawan dan kepuasan kerja

ABSTRAK

This study aims to examine the influence of Knowledge Management, Career Development, and Motivation on Employee Performance with Job Satisfaction as an Intervening Variable at PT. Home Credit Indonesia West Sumatra. By using primary data obtained by collecting questionnaires with a sample of 38 respondents from employees of PT. Home Credit Indonesia, West Sumatra. The method used in this research is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS).

The results of this study conclude that: (1) knowledge management has a significant effect on job satisfaction. (2) career development has a significant effect on job satisfaction. (3) motivation has a significant effect on job satisfaction. (4) knowledge management has no significant effect on job satisfaction. (5) career development has a significant effect on employee performance. (6) motivation has no significant effect on employee performance. (7) job satisfaction has a significant effect on employee performance. (8) knowledge management has no significant effect on employee performance through job satisfaction. (9) career development has no significant effect on employee performance through job satisfaction. (10) motivation has no significant effect on employee performance through job satisfaction.

Keywords: knowledge management, career development, motivation, employee performance and job satisfaction