

ABSTRAK

Tegar Prima Dana, 18101155310282, Manajemen, 2021/2022. Pengaruh *Knowledge Management* dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Pada Pegawai Dinas Lingkungan Hidup Kota Solok. Dibawah bimbingan bapak Robby Dharma, M.M dan bapak Agus Petra .SE, M, SI.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Knowledge Management* dan Budaya Organisasi Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Pada Pegawai Dinas Lingkungan Hidup Kota Solok. Metode pengumpulan data melalui survey dan pengumpulan kuisioner dari Pegawai Dinas Lingkungan Hidup Kota Solok. Metode analisis yang digunakan adalah SPSS 21.0

Hasil penelitian yang diperoleh *knowledge management* berpengaruh positif dan signifikan terhadap kepuasan kerja, maka H1 diterima, budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja, maka H2 diterima, *knowledge management* berpengaruh positif dan signifikan terhadap kinerja pegawai, maka H3 diterima, budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, maka H4 diterima, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, maka H5 diterima, kepuasan kerja mengintervening hubungan antara Knowledge Management terhadap kinerja pegawai, maka H6 diterima, Kepuasan Kerja mengintervening hubungan antara Budaya Organisasi terhadap Kinerja Pegawai, maka H7 diterima.

Kata kunci : *Knowledge Management*, Budaya Organisasi, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

Tegar Prima Dana, 18101155310282, Management, 2021/2022. The Influence of Knowledge Management and Organizational Culture on Employee Performance Through Job Satisfaction on Employees of the Environmental Service of Solok City. Under the guidance of Mr. Robby Dharma, M.M and Mr. Agus Petra .SE, M, SI.

This study aims to examine how much influence Knowledge Management and Organizational Culture have on employee performance through job satisfaction for employees of the Environmental Service of Solok City. The method of collecting data is through surveys and questionnaires from employees of the Environmental Service of Solok City. The analytical method used is SPSS 21.0

The results obtained that knowledge management has a positive and significant effect on job satisfaction, then H1 is accepted, organizational culture has a positive and significant effect on job satisfaction, then H2 is accepted, knowledge management has a positive and significant effect on employee performance, then H3 is accepted, organizational culture has a positive effect and significant on employee performance, then H4 is accepted, job satisfaction has a positive and significant effect on employee performance, then H5 is accepted, job satisfaction intervenes the relationship between Knowledge Management and employee performance, then H6 is accepted, Job Satisfaction intervenes the relationship between Organizational Culture and Employee Performance, then H7 is accepted.

Keywords: Knowledge Management, Organizational Culture, Job Satisfaction, Employee Performance.