

ABSTRAK

Penelitian ini bertujuan untuk menguji *Knowledge Management* dan Skill Karyawan pengaruhnya terhadap Kinerja Karyawan dengan *Individual Innovation Capability* sebagai variabel intervening pada Kantor Imigrasi Kelas 1 TPI Padang. Pada penelitian ini termasuk kepada penelitian survei yaitu suatu penelitian yang dilakukan dengan cara mengumpulkan data primer dari sampel suatu populasi dengan menggunakan instrumen kuesioner yang diolah dengan sampel 65 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS versi 25.

Hasil penelitian yang didapatkan adalah *Knowledge Management* berpengaruh positif dan signifikan terhadap *Individual Innovation Capability*, Skill Karyawan berpengaruh positif tetapi tidak signifikan terhadap *Individual Innovation Capability*, *Knowledge Management* berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Skill Karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan, *Individual Innovation Capability* berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dan menunjukkan hasil bahwa *Individual Innovation Capability* memediasi hubungan antara *Knowledge Management* terhadap Kinerja Karyawan sedangkan *Individual Innovation Capability* tidak memediasi hubungan antara Skill Karyawan terhadap Kinerja Karyawan.

Berdasarkan hasil penelitian diharapkan manajemen perusahaan dapat meningkatkan *Knowledge Management*, Skill Karyawan, Kinerja Karyawan dan *Individual Innovation Capability* pada Kantor Imigrasi Kelas 1 TPI Padang melalui peningkatan dari masing-masing indikator.

Kata Kunci : *Knowledge Management*, Skill Karyawan, *Individual Innovation Capability*, Kinerja Karyawan

ABSTRACT

This study aims to examine the influence of Knowledge Management and Employee Skill on Employee Performance with Individual Innovation Capability as an intervening variable at the Class 1 Immigration Office of TPI Padang. In this study, including survey research, which is a study conducted by collecting primary data from a sample of a population using a questionnaire instrument that is processed with a sample of 65 respondents. The analytical method used is multiple linear regression analysis and path analysis using SPSS version 25.

The results obtained are Knowledge Management has a positive and significant effect on Individual Innovation Capability, Employee Skills have a positive but insignificant effect on Individual Innovation Capability, Knowledge Management has a positive and significant effect on Employee Performance, Employee Skills have a positive and significant effect on employee performance, Individual Innovation Capability has a positive and significant effect on employee performance. And the results show that Individual Innovation Capability mediates the relationship between Knowledge Management and Employee Performance, while Individual Innovation Capability does not mediate the relationship between Employee Skills and Employee Performance.

Based on the research results, it is expected that company management can improve Knowledge Management, Employee Skills, Employee Performance and Individual Innovation Capability at TPI Padang Class 1 Immigration Office through the improvement of each indicator.

Keywords: Knowledge Management, Employee Skills, Individual Innovation Capability, Employee Performance