

## ABSTRAK

Elsa Savira, 17101155310014, Manajemen, 2021. Pengaruh *Knowledge Management* dan Pengembangan Karir Terhadap Kinerja Karyawan Melalui Budaya Organisasi Sebagai Variabel Intervening Pada PT. Mitra Kerinci Solok Selatan. Dibawah bimbingan ibu Vivi Nila Sari, SE.,M.M dan ibu Winda Afriyenis.S,El.,MM

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Knowledge Management* dan Pengembangan Karir Terhadap Kinerja Karyawan Melalui Budaya Organisasi Sebagai Variabel Intervening Pada PT. Mitra Kerinci Solok Selatan. Metode pengumpulan data melalui survey dan pengumpulan kuisioner, dengan sampel 65 responden dari karyawan PT. Mitra Kerinci Solok Selatan. Metode analisis yang digunakan adalah SPSS 16.0

Hasil penelitian yang diperoleh *Knowledge management* berpengaruh positif dan signifikan terhadap Kinerja Karyawan, maka  $H_1$  pada penelitian ini diterima, Pengembangan Karir berpengaruh positif dan signifikan terhadap Kinerja Karyawan, maka  $H_2$  pada penelitian ini diterima, *Knowledge Management* berpengaruh positif dan signifikan terhadap Budaya Organisasi, maka  $H_3$  pada penelitian ini diterima, pengembangan karir berpengaruh positif dan signifikan terhadap Budaya Organisasi, maka  $H_4$  pada penelitian ini diterima, Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, maka  $H_5$  pada penelitian ini diterima, *Knowledge Management* berpengaruh positif dan signifikan terhadap Kinerja Karyawan melalui Budaya Organisasi, maka  $H_6$  pada penelitian ini diterima, Pengembangan Karir berpengaruh positif dan signifikan terhadap Kinerja Karyawan melalui Budaya Organisasi, maka  $H_7$  pada penelitian ini diterima

**Kata kunci : *Knowledge Management*, Pengembangan karir, Budaya Organisasi, Kinerja karyawan**

## **ABSTRACT**

*Elsa Savira, 17101155310014, Management, 2021. The Effect of Knowledge Management and Career Development on Employee Performance Through Organizational Culture as an Intervening Variable at PT. South Solok Kerinci Partners. Under the guidance of Mrs. Vivi Nila Sari, SE.,M.M and Mrs. Winda Afriyenis.S,El.,MM*

*This study aims to examine how big the influence of knowledge management and career development on employee performance through organizational culture as an intervening variable at PT. South Solok Kerinci Partners. Methods of collecting data through surveys and questionnaire collection, with a sample of 65 respondents from employees of PT. South Solok Kerinci Partners. The analytical method used is SPSS 16.0*

*The results obtained that Knowledge management has a positive and significant effect on Employee Performance, then H1 in this study is accepted, Career Development has a positive and significant effect on Employee Performance, then H2 in this study is accepted, Knowledge Management has a positive and significant impact on Organizational Culture, then H3 in this study accepted, career development has a positive and significant effect on organizational culture, then H4 in this study is accepted, organizational culture has a positive and significant effect on employee performance, then H5 in this study is accepted, knowledge management has a positive and significant effect on employee performance through culture Organization, then H6 in this study is accepted, Career Development has a positive and significant effect on Employee Performance through Organizational Culture, then H7 in this study is accepted*

***Keywords: Knowledge Management, Career Development, Organizational Culture, Employee Performanc***