

## ABSTRAK

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Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *knowledge management* dan *knowledge sharing* terhadap kinerja pegawai dengan *individual innovation capability* sebagai variabel intervening pada puskesmas simpang limbur merangin. Penelitian ini menggunakan data sekunder. Dengan pengumpulan data melalui survey dan kuesioner yang disebarakan sebanyak 82 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan purposive sampling yaitu penentuan sampel dengan menggunakan kriteria tertentu. Pemrosesan data dilakukan dengan alat SPSS.

Hasil penelitian ini menunjukkan bahwa : (1) *Knowledge Management* terhadap *Individual Innovation Capability* terdapat hubungan yang positif dan signifikan pada kinerja pegawai Puskesmas Simpang Limbur Merangin. (2) *Knowledge Sharing* terhadap *Individual Innovation Capability* terdapat hubungan yang positif dan signifikan pada kecepatan dan kualitas inovasi pada kinerja pegawai Puskesmas Simpang Limbur Merangin. (3) *Knowledge Management* memiliki pengaruh yang positif dan signifikan terhadap *Individual Innovation Capability* pada kinerja pegawai Puskesmas Simpang Limbur Merangin. (4) *Knowledge Management* terhadap kinerja pegawai memiliki pengaruh yang positif dan signifikan pada kinerja pegawai Puskesmas Simpang Limbur Merangin. (5) *Knowledge Sharing* memiliki pengaruh yang positif dan signifikan terhadap kinerja pegawai pada Puskesmas Simpang Limbur Merangin. (6) *Knowledge Management* berpengaruh signifikan parsial terhadap kinerja pegawai melalui *individual innovation capability* pada Puskesmas Simpang Limbur Merangin. (7) *Knowledge Management* berpengaruh positif terhadap kinerja pegawai melalui *Individual Innovation Capability* pada pegawai Puskesmas Simpang Limbur Merangin.

**Kata Kunci:** *Knowledge Management, Knowledge Sharing, Individual Innovation Capability* dan Kinerja Pegawai

## ABSTRACT

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*This study aims to determine how much influence knowledge management and knowledge sharing have on employee performance with individual innovation capability as an intervening variable at the Simpang Limbur Merangin Public Health Center. This study uses secondary data. By collecting data through surveys and questionnaires distributed as many as 82 respondents.*

*The sampling technique in this study used purposive sampling, namely the determination of the sample using certain criteria. Data processing is done with SPSS tool. The results of this study indicate that (1) Knowledge Management on Individual Innovation Capability has a positive and significant relationship on the performance of the Simpang Limbur Merangin Health Center employees. (2) Knowledge Sharing on Individual Innovation Capability there is a positive and significant relationship on the speed and quality of innovation on the performance of the Simpang Limbur Merangin Health Center employees. (3) Knowledge Management has a positive and significant influence on Individual Innovation Capability on the performance of Simpang Limbur Merangin Health Center employees. (4) Knowledge Management on employee performance has a positive and significant influence on employee performance at Simpang Limbur Merangin Health Center. (5) Knowledge Sharing has a positive and significant effect on employee performance at the Simpang Limbur Merangin Health Center. (6) Knowledge Management has a partial significant effect on employee performance through individual innovation capability at the Simpang Limbur Merangin Health Center. (7) Knowledge Management has a positive effect on employee performance through Individual Innovation Capability at Simpang Limbur Merangin Health Center employees.*

***Keywords: Knowledge Management, Knowledge Sharing, Individual Innovation Capability and Employee Performance***