

RINGKASAN

Nurjannah Putri Ilyazah. Program Studi Administrasi Bisnis, Universitas Yudharta Pasuruan. 14 Agustus 2023. Pengaruh *Personality Traits* dan *Individual Competencies* terhadap *Knowledge Sharing* dan *Employee Performance*.

Tujuan penelitian ini untuk mengetahui pengaruh *personality traits* dan *individual competencies* terhadap *knowledge sharing* dan *employee performance*. Penelitian ini dilakukan pada Dinas Pekerjaan Umum dan Penataan Ruang Kota Pasuruan. Teknik pengumpulan data yang digunakan adalah kuesioner yang disebarakan secara *online* melalui Google Formulir. Pemilihan sampel penelitian dengan menggunakan *sampling jenuh* sebanyak 46 responden. Untuk uji statistik dan pengolahan data dilakukan dengan menggunakan *Partial Least Square* (WarpPLS 7.0). Hasil penelitian menunjukkan: (1) *Personality traits* (X1) berpengaruh positif dan signifikan terhadap *knowledge sharing* (Y1). (2) *Individual competencies* (X2) berpengaruh positif dan signifikan terhadap *knowledge sharing* (Y1). (3) *Personality traits* (X1) tidak berpengaruh terhadap *employee performance* (Y2). (4) *Individual competencies* (X2) berpengaruh positif dan signifikan terhadap *employee performance* (Y2). (5) *Knowledge sharing* (Y1) berpengaruh positif dan signifikan terhadap *employee performance* (Y2).

Kata Kunci : *Personality Traits, Individual Competencies, Knowledge Sharing, dan Employee Performance.*

SUMMARY

Nurjannah Putri Ilyazah. Business Administration Study Program, Yudharta University Pasuruan. 14 August 2023. The influence of the Personality Traits and Individual Competencies on Knowledge Sharing and Employee Performance.

The purpose of this study is to know the influence of personality traits and individual competencies on knowledge sharing and employee performance. This research was Dinas Pekerjaan Umum dan Penataan Ruang Kota Pasuruan. The data collection technique used is a questionnaire that's been released online through Google Forms. Selection of research samples using sampling jenuh was 76 respondents. For statistical and data processing, Partial Least Square (WarpPLS 7.0). This result showed: (1) Personality traits (X1) positive and significant effects knowledge sharing (Y1). (2) Individual competencies (X2) positive and significant effects knowledge sharing (Y1). (3) Personality traits (X1) no effects employee performance (Y2). (4) Individual competencies (X2) positive and significant effects employee performance (Y2). (5) Knowledge sharing (Y1) positive and significant effects employee performance (Y2).

Keywords : *Personality Traits, Individual Competencies, Knowledge Sharing, and Employee Performance.*