

ABSTRACT

Knowledge sharing and organizational commitment are important factors that companies need to pay attention to because it relates with employee performance. Increased business competition in the field of Insurance, requires the company to be able to create maximum performance, one of them by improving the organization behavior and superior human resources through organizational commitment owned by employees and knowledge sharing activities.

The purpose of this study was to determine and analyze knowledge sharing, organizational commitment, and employee performance at PT Asuransi Jiwa Bumiputera branch at Pariaman, and to know the influence of knowledge sharing and organizational commitment to employee performance at PT Asuransi Jiwa Bumiputera at Pariaman branch.

This study used a quantitative method with the type of descriptive-causal research and multiple linear regression analysis. The sampling technique used was saturated sample type under non-probability sampling, with the total number of 59 respondent.

Based on the test simultaneously, it can be concluded that there are significant simultaneously between knowledge sharing and organizational commitment on performance. Based on the results of the partial test, knowledge sharing not have significantly affects knowledge sharing and organizational commitment have significantly affects on performance employee.

Based on the coefficient of determination, it can be concluded that the knowledge sharing and organizational commitment have an influence on performance of 23.7%, and the remaining 76.3% is influenced by factors not examined in this study.

Keywords: Knowledge Sharing, Organizational Commitment, Performance