

ABSTRACT

In this era globalization, where many aspects of life change and growing fast. Companies need to have the ability and readiness to adapt every change that could happened, make the company can continue to survive in sustaining life and have competitive advantage with other companies, by improving the quality of human resources in the company. Knowledge Management, Skill, and Attitude are aspects that can affect Employee Performance. This study was conducted to determine the effects of Knowledge Management, Skill, and Attitude on Employee Performance in Estate Management PT Jababeka Infrastruktur Water Treatment Plant II Cikarang.

This study uses quantitative metode with descriptive analysis. Sampling using saturated sample technique method, with the number of respondents is 20 permanent employees in Estate Management PT Jababeka Infrastruktur Water Treatment Plant II Cikarang. The technique of analysis using multiple linear regression analysis.

Based on the results of the analysis conducted by researches in Estate Management PT Jababeka Infrastruktur Water Treatment Plant II Cikarang obtained the results of descriptive analysis of Knowledge Management Skill, and Employee Performance is in the Good category. There is positive affects and significant partially regarding Knowledge Management on Employee Performance is 53,3%, Skill on Employee Performance is 25,5%, Attitude on Employee Performance is 1,9% and there is positive affects and significant influence simultaneously regarding Knowledge Management, Skill, and Attitude on Employee Performance is 80,7% while the remaining 19,3% is influenced by other factors not examined in this study.

Researchers suggest that the Estate Management PT Jababeka Infrastruktur Water Treatment Plant II Cikarang could deliver knowledge management thoroughly and train employees in understanding of knowledge management using technology provided by the company, as well as providing exclusive training to employees in the form of soft skill training such as problem solving in dealing with jobs given by the sompany, make that trained employees can think quickly and solutions can be found immediately, also holding training and improving work attitudes, so that with these improvements employees can work with a good response, while for employee performance, they can control one week or once a month on every job performed by the employee.

Keywords: Knowledge Management, Skill, Attitude, Employee Performance.