

ABSTRACT

In this era of time, the competition in an organization is becoming very strict, including in the organization of educational institutions. The image of a good educational institution is a very important factor, the quality of education and good image makes the attractiveness of educational institutions in the eyes of the public. The strategy of an organization to improve the quality and image of the organization is by increasing the human resources of its organization. Knowledge that is possessed by human resources is the primary capital in building employee performance. Employee performance is a very important thing to bear in mind to the goals of the organization, to good performance organizations do some way one of them is to apply knowledge sharing. The phenomenon that has occurred at Al-Muttaqin Foundation's LPI is that there has been a decline in employee performance over the last three years, and not in the implementation of the Knowledge Sharing program to the maximum.

The purpose of this research is to find out how knowledge donating, knowledge collecting and employee performance at the LPI Al-Muttaqin Foundation Tasikmalaya City are, as well as to find out the effect of knowledge donating and knowledge collecting on employee performance.

The research uses quantitative methods, data collection techniques by distributing questionnaires that have been tested for validity and rehabilitation. The population in this study is an Al-Muttaqin Foundation LPI employee of 110 people. The sampling technique used is a non-probability sampling, and to analyze the results of the research using the Analysis Path with IBM SPSS software version 22.

The research results show that knowledge donating, knowledge collecting and employee performance are in the good category. The research results also show that knowledge donating and knowledge collecting have a significant influence on employee performance. The total influence value of knowledge donating is 43.7%, while the total influence value of knowledge collecting is 54.7%.

Simultaneously knowledge donating and knowledge collecting have a significant impact on employee performance by 95.8%. Therefore, LPI Al-Muttaqin Foundation must pay special attention to knowledge sharing to improve employee performance. As a suggestion for future research to consider other indicators in evaluating employee performance.

Keywords: *Knowledge Sharing, Knowledge Donating, Knowledge Collecting, Employee Performance*