

ABSTRACT

This research aims to examine the influence of information technology and organizational learning on employee performance with the mediating variable, namely knowledge management. The population in this study were all employees of PDAM Tirta Merapi, Klaten Regency. Sampling was carried out using the census method. Based on the sempet collection method, the sample obtained was 69 employees.

Data collection was carried out by distributing questionnaires to selected samples. Measurements in the questionnaire use a Likert Scale. The analysis method uses a structural equation model (SEM) based on the Partial Least Square (PLS) variant which is processed using the SmartPLS 3.2.9 application. to see the influence between independent and dependent variables and the role of mediating variables.

Based on hypothesis testing using the bootstrapping method, the research results show that information technology, organizational learning and knowledge management have a positive and significant effect on employee performance. In addition, knowledge management can mediate the influence of information technology and organizational learning on employee performance.

Keywords: information technology, organizational learning, employee performance, knowledge management.