

ABSTRACT

Human resources are an important element in the organization, the quality of the organization itself can be described as depending on the quality of human resources as employees. One of the method to improve employee performance is implement knowledge sharing and work-life balance. Work-life balance has become a crucial issue for every employee.

This research aims to analyze the effects of the knowledge sharing and work-life balance on employee performance through job satisfaction as an intervening variable at one of the state-owned companies in Semarang, namely PT. PLN (Persero) UID Central Java and D.I. Yogyakarta. In this research using primary data that distributed through the questionnaire to all the employees of PT. PLN (Persero) UID Central Java and D.I. Yogyakarta as research samples, and secondary data through journals, books, and relevant data obtained from the company concerned. The questionnaire was developed by researchers using a 5-point Likert scale. This research used 105 respondents who were taken with a quasi snowball technique. The data analysis technique used Partial Least Square (PLS) and assist with the SmartPLS 3.0 application to test the hypotheses and the effects between these variables.

The results in this research indicate that knowledge sharing and work life-balance have a positive influence to employee performance, knowledge sharing and work life-balance have a positive effect on job satisfaction, which job satisfaction has a positive influence on employee performance. This research also appearance the effect of job satisfaction which mediation between knowledge sharing on employee performance and work life-balance on employee performance.

Keywords: Knowledge sharing, Work-life balance, Employee perfomance, Job satisfaction

