

The Influence of Knowledge Sharing on the Performance of LPI Al-Muttaqin Foundation Employees in Tasikmalaya City

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Abstract

The competition among organizations today has become very intense, including competition in educational institutions. The quality and image of a good educational institution are important factors for its appeal in the eyes of the community. One way to improve the quality and image of an organization is by increasing human resources. (SDM). This research aims to understand how the application of knowledge donating, knowledge collecting, and employee performance at the Al-Muttaqin Foundation's LPI in Tasikmalaya is based on a questionnaire distributed to the human resources of the Al-Muttaqin Foundation. This study utilizes data from 110 respondents based on the questionnaires that have been distributed. The results of this study indicate that knowledge donating and knowledge collecting have a significant impact on employee performance, with a value of 95.8%. The findings of this research contribute to the literature review regarding the relationship between knowledge donating, knowledge collecting, and employee performance, thereby potentially affecting employee performance in educational institutions.

Keywords - knowledge sharing, knowledge donating, knowledge collecting, employee performance

INTRODUCTION

In this era of globalization, competition within an organization has become very intense, one of which is the competition in the Mahmudah & Putra educational institution. (2021). The increasingly fierce competition in the field of education demands that an

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educational institution possesses a competitive advantage. One way to achieve this is by enhancing the intellectual capacity of its human resources. (Indiyati, 2018). Human resource management (HRM) in a company plays a crucial role in achieving organizational goals. In general, to achieve organizational goals, leadership must pay attention to employee performance. According to Sakban et al. (2019), it is stated that through high performance levels and good productivity, it can be seen that high-quality human resources are related to the quality outcomes of the tasks assigned to employees. Similarly, Ramdhani & Indiyati (2023) explain that performance is the output of activities carried out by an individual or group over a certain period to achieve organizational goals. One way to maintain the quality and quantity of employee performance is by conducting performance evaluations for each employee.

Tabel 1 Hasil Penilaian Kinerja Karyawan 2021-2023

Nilai Kinerja Karyawan LPI Yayasan Al-Muttaqin					
Tahun	Jumlah Karyawan	Amat baik (A)	Baik (B)	Cukup (C)	Kurang (D)
2021	110	46	64	4	0
2022	110	55	45	9	1
2023	110	65	39	6	0

Sumber: Data Internal LPI Yayasan Al-Muttaqin

Based on the results in the table above, it shows that there are still several employees who have poor performance evaluations. From 2021 to 2023, there has been an increase in the number of employees receiving a satisfactory and poor rating. In 2021, there were 4 employees who received a satisfactory rating. In 2022, there was a decline, with 9 employees receiving a satisfactory rating and 1 employee receiving a poor rating. In 2023, there was an improvement, with the number of employees receiving a satisfactory rating decreasing to 6. The fluctuations in employee performance have become a significant concern for the Al-Muttaqin Foundation's LPI.

One of the factors that influence employee performance is knowledge sharing. Swanson et al. (2020), Abeyrathna & Priyadarshana (2020), Al-Husseini & Baqi (2023), and Nguyen et al. (2020) state that knowledge sharing is a factor that drives employee performance, especially in knowledge donating and knowledge collecting activities while working, allowing tasks to be carried out effectively. The knowledge sharing activity conducted by the Al-Muttaqin Foundation's LPI involves discussions among employees,



led by the head of the HR department. This knowledge sharing activity is called Reflection, and it is held every month.

Tabel 2 Pelaksanaan Kegiatan *Knowledge Sharing*

Years	2021	2022	2023
Refleksi	7	6	8

Table 2 shows that reflection activities have not occurred consistently over the past three years. If knowledge sharing activities are conducted once a month, then the minimum frequency would be 12 times a year.

LITERATUR REVIEW

Human Resource Management

Prasodjo (2018) Human resources are one of the resources of an organization and refer to all the people who carry out the activities of the organization. In simple terms, the term human resources refers to the activities and processes that guide, organize, and manage human resources. Another definition is presented by Kasmir (2016) stating that human resource management is a process of managing people through planning, recruitment and selection, training, development, compensation, career management, safety and health, as well as maintaining industrial relations up to the termination of employment in order to achieve the company's goals and enhance stakeholder welfare.

The same opinion was expressed by Sinambela (2019), who stated that resource management involves managing human resources as the primary resource or asset, through the application of management functions as well as operational functions, so that the established organizational goals can be achieved effectively.

Based on the opinions of previous experts regarding human resource management, it can be defined that human resource management focuses on organizing, managing, and taking care of people within an organization. This involves a series of processes that begin with planning, recruitment, selection stages, providing training to employees, as well as offering compensation, and paying attention to welfare, career development, and maintaining industrial relations.

Employee Performance

Priansa (2017) defines performance as the manifestation of an individual's abilities in the form of tangible work or the results achieved by members of an organization in carrying out the tasks and responsibilities assigned by the company or organization.

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According to Divya Malika & Aminuddin Irfani (2022), achieving the targets and goals of a company can be accomplished by encouraging each employee to reach optimal performance. Optimal individual performance will have a significant impact on the progress of a company. Employee performance not only affects the team but will also influence the overall performance of the organization.

According to Indiyati et al. (2021), employee performance is the result of an individual's achievements in carrying out assigned tasks based on criteria and timeframes set by the company. Based on the previous descriptions, it can be concluded that performance is the result or achievement of employees in completing a task within a certain timeframe and meeting the criteria, thereby making the work results optimal.

Knowledge Management

Knowledge Management (KM) is a management process that focuses on knowledge, aimed at creating an environment and infrastructure that supports the creation, dissemination, application, and protection of knowledge within an organization. This Knowledge Management is a systematic effort to encourage and facilitate the flow of knowledge among various elements within the organization with the goal of accelerating the learning process. (Indiyati, 2014).

The same understanding is also explained by Shasena (2021). To build a competitive personality, employees must also have a deep knowledge of the work they are doing or even what is happening in the outside world. There is a reason why knowledge is important for anyone entering the workforce. In addition to having deep knowledge, employees must also be able to think logically, taking into account the considerations that need to be addressed first when working. This is a continuation of the knowledge management theory that requires employees to possess deep knowledge, good performance, and a personality that reflects being exemplary employees.

Based on the results of the experts' presentation, it can be stated that the definition of knowledge management is the process of forming, managing knowledge owned by individuals, groups, or organizations to form a competitive personality and have in-depth knowledge. Aims to flow knowledge to all elements of the organization so that it can accelerate the learning process.

Knowledge Sharing

Knowledge sharing is a very important activity in educational institutions. In the context of an organization, knowledge sharing occurs when employees share knowledge

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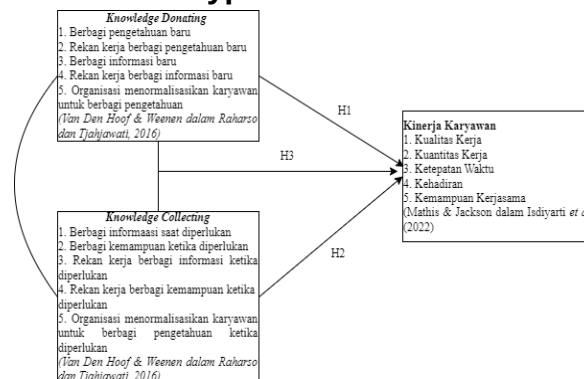


about their work (Swanson et al., 2020). According to Izzah & Indiyati (2022), individuals, groups, and organizations share knowledge in various ways. According to Winarno et al. (2021), knowledge sharing is the process of exchanging valuable tasks and work-related information between employees from various departments/divisions to solve problems and create innovative ideas. Meanwhile, a different opinion was put forward by Lam et al. (2023) who stated that a person is not required to share the knowledge they know. Van Den Hooff & Ridder (2004) stated that knowledge sharing is the exchange of knowledge and obtaining knowledge that is carried out in two directions, namely knowledge donating and knowledge collecting. Based on the previous explanation, it can be concluded that knowledge sharing is the process of sharing knowledge possessed by individuals to other individuals, groups, or organizations as a whole voluntarily.

Knowledge donating or donating knowledge is defined as a process in which individuals contribute their intellectual property by communicating it to others (Van den Hooff & de Leeuw van Weenen, 2004). Furthermore, a similar opinion was expressed by Nguyen et al. (2020), stating that donating knowledge is the process of sharing intellectual property with others. Based on the previous explanation, it can be concluded that knowledge donating, or donating knowledge, is defined as a process or form of communication to others regarding the knowledge or intellectual property owned by a person.

Some experts define knowledge collecting as a communication process that involves interaction with others by consulting what one wants to know from someone (Van den Hooff & de Leeuw van Weenen, 2004). A similar opinion is expressed by Nguyen et al. (2020), stating that knowledge collecting is a form of consultation with colleagues to share the knowledge one possesses.

Framework of Thought & Research Hypothesis



Hypotesis

- H1 : Knowledge donating has a significant impact on employee performance at LPI Yayasan Al-Muttaqin in Tasikmalaya City.
- H2 : Knowledge collecting has a significant impact on employee performance at LPI Yayasan Al-Muttaqin in Tasikmalaya City.
- H3 : Knowledge donating and knowledge collecting have a significant impact on employee performance at LPI Yayasan Al-Muttaqin in Tasikmalaya City.

RESEARCH METHODS

The research method used is a quantitative method, and the type of research data utilized is primary data from questionnaires distributed to 110 employees of the Al-Muttaqin Foundation's LPI. The sampling technique used is non-probability sampling, and to interpret the results of this study, path analysis is employed.

RESULTH AND DISCUSSION

This research uses a descriptive analysis approach, allowing us to observe the characteristics of the respondents as follows:

Tabel 4 Characteristics of Respondents

Category	Characteristics	Number of Respondents	Persentase (%)
Gender	Male	63	57,7%
	Female	47	42,3%
Age	25-30 Tahun	69	63,1%
	31-35 tahun	21	18,9%
	36-40 Tahun	7	6,3%
	41-50 Tahun	7	6,3%
	> 50 Tahun	6	5,4%
Last education level.	Diploma	2	1,8%



	S1	57	52,3%
	S2	51	45,9%
	S3	-	-
Long time working.	< 1 Tahun	12	10,8%
	1-5 Tahun	55	50,5%
	6-10 Tahun	36	32,4%
	>10 Tahun	7	6,3%

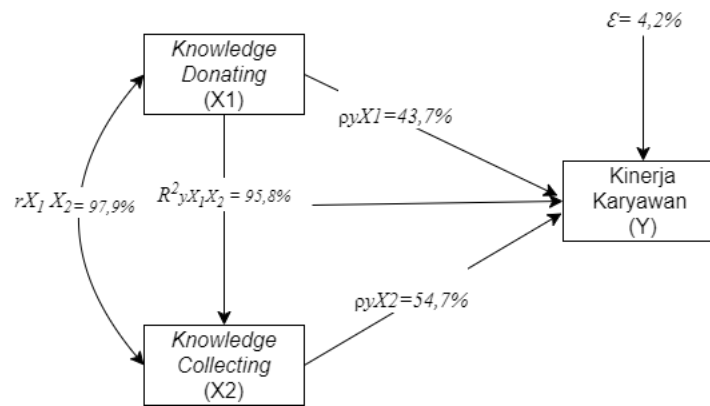
Based on the results of descriptive analysis, the variables are measured from the dimensions and indicators of the statement. The percentage of respondents' responses to the knowledge donating variable is 75.83%, which is included in the good category. The percentage of respondents' responses to the knowledge collecting variable is 76.83%, which is included in the good category, while the percentage of respondents' responses to employee performance is 77.25%, which is included in the good category.

Path Analysis

According to (Riduwan & Kuncoro, 2021), path analysis is often used to gain an understanding of the impact of emerging variables. In addition, path analysis is useful for investigating the relationships between variables, allowing for the identification of both direct and indirect effects of variable X on variable Y. According to Sugiyono (2017), path analysis is an extension of regression, where regression analysis is considered a special form of path analysis. Path analysis is used to test and illustrate the model of causal relationships between variables.

In path analysis, the relationship patterns between variables can be observed to determine the direct or indirect effects of knowledge donating and knowledge collecting on employee performance. Here are the results of the data analysis using path analysis:





Gambar 2 Analisis Jalur

Uji Hipotesis

The hypothesis test conducted in this research involves partial testing (T-test) and simultaneous testing (F-test). Below are the results of the data that have undergone T-test and F-test:

According to Sujarweni (2015), the method used to test significance simultaneously in a regression model. The significance of this model can be measured by examining its significance value, where if the sig value is < 0.05 , it indicates that there is a significant effect of the independent variables on the dependent variable collectively.

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.227	.804		1.526	.130		
	Knowledge Donating	.518	.119	.437	4.339	.000	.039	25.538
	Knowledge Collecting	.655	.121	.547	5.430	.000	.039	25.538

a. Dependent Variable: Kinerja Karyawan

Gambar 4 hasil uji T

From the results shown above, it can be seen that the calculated t-value is greater than the table t-value and the significance value is 0.000, which is less than 0.05, meaning the hypothesis is accepted. Furthermore, in the F test, the calculated F-value is greater than the table F-value and the significance value is 0.000, which is also less than 0.05, indicating that the hypothesis is accepted.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	9251.616	2	4625.808	1206.798	.000 ^b
Residual	410.145	107	3.833		
Total	9661.761	109			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Knowledge Collecting, Knowledge Donating

Gambar 4 Hasil Uji F

(Sunyoto, 2013). This simultaneous testing was conducted through an F statistical test where if the calculated F value (Fhitung) is greater than the table F value (Ftabel), then H0 is rejected; conversely, if Fhitung is less than Ftabel, then H1 is accepted (Sinambela & Sinambela, 2021). The results of the F test in this study show a calculated F value of 1206.798, which is greater than the table F value of 3.9290, and a significance value of $0.000 < 0.05$. This means that H0 is rejected and H1 is accepted, indicating that knowledge donating and knowledge collecting simultaneously have a significant impact on the performance of employees at the Al-Muttaqin Foundation in Tasikmalaya City.

CONCLUSIONS AND SUGGESTIONS

The knowledge donating at LPI Yayasan AL-Muttaqin falls into the good category, knowledge collecting also falls into the good category, and the employee performance at LPI Yayasan Al-Muttaqin is categorized as good. Partially, knowledge donating has an influence of 43.7% and is significant to employee performance, as evidenced by the t-value of $4.339 > t\text{-table of } 1.6590$. Similarly, knowledge collecting has an influence of 54.7% on employee performance, with a t-value of $5.430 > t\text{-table of } 1.6590$. Furthermore, simultaneously, the variables of knowledge donating and knowledge collecting have an effect on employee performance with an F-value of 1206.798.

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