

ABSTRACT

This study aims to analyze how much influence the variable knowledge sharing, absorption capacity has on employee performance through innovation capability as an intervening variable. This research is located in an agency under the Ministry of Agriculture of the Republic of Indonesia, namely the Central Java Agricultural Technology Study Center. The data used in this study are primary data derived from the direct distribution of research questionnaires. The population in this study is the Civil Servant of the Central Java Agricultural Technology Study Center as many as 85 people. Then the sample used is a saturated sample with the entire population as the research sample. Then the sampling method is purposive sampling with the criteria of civil servants working more than one year. This study uses the Structural Equation Model (SEM) analysis method. The findings of this study indicate that the knowledge sharing variable has a positive effect on employee performance, absorption capacity has a positive effect on employee performance. , knowledge sharing has a negative effect on innovation capability, absorption capacity has a positive effect on employee performance and innovation capability has a positive effect on employee performance. The managerial implication in this study shows that there needs to be optimization in applying the quality of work results to existing employees. the results of the work describe the results expected by the government to be applied to local farmers in Central Java. With good yield quality in innovation of superior seeds and fertilizers, it will increase the production power of farmers in Central Java.

Keywords : *Knowledge Sharing, Absorption Capacity , Innovation Capability Employee Performance*